



EMBRACING THE SPIRIT OF
JOY & LIGHT
Annual Celebration 2019

Grand Junction, Colorado
June 6-8, 2019

Program Guide

TABLE OF CONTENTS

Celebration Overview

- [Our Theme & Keynote Speaker](#)
- [Grand Agenda](#)
- [Who to Contact](#)

Info & Resources

- [Schedule & Lodging](#)
- [Packing List](#)
- [Healthy Ministry Relationships \(Boundary Training\)](#)

Meeting Materials

- [Consent Agenda](#)
- [Standing Rules](#)
- [Voting Membership](#)
- [Nominating Report](#)
- [2020 Ministry Plan](#)
- [Clergy Compensation Guidelines](#)
- [2018 Annual Meeting Minutes](#)
- [Endowment Fund Policy Update](#)
- [UCC ByLaws for Amendment](#)

Conference Reports

- [Conference Minister's Report](#)
- [Associate Conference Minister's Report](#)
- [Manager of Communication & Databases' Report](#)
- [Report of the Secretary](#)
- [RMC Endowment Fund Report](#)
- [Archway Housing](#)
- [So That Teams](#)
- [Personnel Committee](#)
- [Finance Committee](#)

Meeting Overview: ***Embracing the Spirit of Joy and Light***

We are pleased to welcome you to the 45th Annual Celebration & Meeting of the Rocky Mountain Conference, June 6-8, 2019 at Two Rivers Convention Center in Grand Junction, CO! The meeting will be hosted by the Western Association.

As we look to the future, our spirits soar with the anticipation of new possibilities! Let us draw together as we continue listening for spirit, strengthening our connection, and tipping towards the enduring good.

Special Guests

Our Keynote Speaker is John Dominic Crossan. John Dominic Crossan is regarded as the foremost historical Jesus scholar of our time. He is the author of 30 or so books including *The Historical Jesus: The Life of a Mediterranean Jewish Peasant*, *The Power of Parable: How Fiction by Jesus became fiction about Jesus*, and *How to Read the Bible and Still Be a Christian: Struggling with Divine Violence from Genesis Through Revelation*. Most recently he and his wife, Sarah Sexton Crossan, wrote *Resurrecting Easter: How the West Lost and the East Kept the Original Easter Vision*. As we gather to embrace the JOY and LIGHT inherent in the wisdom of Jesus, John Dominic Crossan will take us back inside the central story of our tradition – the resurrection – and help us reimagine the joy and light of the Resurrection.

"All great religions offer humanity parables bigger than themselves. So also here. When Christ, rising from the dead after having been executed for nonviolent resistance against violent imperial justice, grasps the hands of Adam and Eve, he creates a parable of possibility and a metaphor of hope for all of humanity's redemption."

– John Dominic Crossan

Open Space Conversations

Open Space Technology (OST) is a method for organizing and running a meeting or multi-day conference where participants have been invited in order to focus on a specific, important task or purpose. OST is a participant-driven process whose agenda is created by people attending. At the end of each OST meeting, a document is created summarizing the work of the group. Open space meetings are called "self-organizing" because, even though all participants have been invited by meeting sponsor and charged with addressing a pre-chosen theme, the agenda and organization of further discussions are created by the participants.

GRAND AGENDA

Embracing the Spirit of Joy and Light

Two Rivers Convention Center (TR), 159 Main Street
First Congregational Church, Grand Junction (FC), 1425 N. 5th Street

Thursday, June 6, 2019

At Two Rivers Convention Center (TR), 159 Main Street

9 am-12 pm	Grey Areas of Healthy Ministry Relationships	TR - Whitewater Creek
2:30-5:30	Registration	TR - Atrium
2:00-4:30	Association Gatherings	
	Southeastern	TR - Dominguez Creek Room
	Western	TR - Plateau Creek Room
	Metro Denver	TR - Kannah Creek Room
	Platte Valley	TR - Escalante Creek Room
4:30-5:15	RMC 2018-2019 Board Meeting	TR - Whitewater Creek Room

OPENING SESSION: Welcoming Joy and Light

5:30-6:00	Opening Worship	TR - Colorado Room
6:00-6:45	Appetizers and Table Conversations	TR - Colorado Room
6:45-7:15	Welcome by Sue and Erin	TR - Colorado Room
	Administry: Call Meeting to Order & Adopt Consent Agenda	
	Administry: RMC Planned Giving and Endowment Fund Policy	
	Administry: Nominations for Boards & Committees	
	Administry: Introduce Clergy Compensation Guidelines	
	Administry: By-Law Amendments	
	Sign up for Speak-Outs	
7:15-9:00	Reception Continues	TR - Colorado Room

Friday, June 7, 2019 *(Childcare available for families of guests)*

At Two Rivers Convention Center (TR), 159 Main Street

SESSION 2: Resurrecting Joy and Light

9:00-9:30	Worship (Western Association)	TR - Colorado Room
9:30-11:00	John Dominic Crossan Keynote Lecture with Q&A	TR - Colorado Room
11:00-11:20	Mindfulness Break	
11:20-11:50	Small Group Engagement	TR - Colorado Room
11:50-12:00	Speakouts (7), announcements, etc.	TR - Colorado Room
12:00 - 1:15	Lunch	TR - Colorado Room

SESSION 3: Embodying Joy and Light

1:15 - 1:30	Regathering with Song	TR - Colorado Room
1:30 - 2:00	In the Mud: Stories from the field, Generating Joy and Light	
2:00-2:15	Open Space Set Up & Instructions	TR - Colorado Room

2:20-3:20	Open Space Session 1	TR- Various Rooms
3:30-4:30	Open Space Session 2	TR- Various Rooms
4:30 - 5:00	"Harvest" Session	TR - Colorado Room
5:00-5:15	Speakouts (7), announcements	
5:15-6:30	Free Time	
5:15	Choir rehearsal	TR - Whitewater Creek Room

SESSION 4: Celebrating Joy and Light

6:30-8:00	Dinner/Banquet	TR - Colorado Room
	Anniversary Certificates for Church & Clergy OCWM and 5 for 5 Churches	
8:00-10:30	DANCING and Live Music	TR - Colorado Room

Saturday, June 8, 2019 (*Childcare available for families of guests*)
At First Congregational Church (FC), Grand Junction, 1425 N. 5th Street

SESSION 5: Foundations of Joy and Light

9:00-11:15	Administry Business Meeting	First Congregational Church
	Administry: 2020 Ministry Plan	
	Administry: RMC Planned Giving and Endowment Fund Policy	
	Administry: 2020 Clergy Compensation Guidelines	
	Administry: Bylaw Amendments	
	Administry: Election of Boards and Committees	
	Administry: Invitation from Southeastern Association	
11:30-12:15	Worship: Sending Community (Western Association)	FC - Sanctuary
	Administry: Installation of Boards & Committees	
12:15 -12:30	2019-2020 Board Meeting	FC - TBD
12:15-1:00	Lunch	FC - Fellowship Hall

****Please note:** *This Grand Agenda is subject to change***

What do the other colors mean?

Business items on the agenda are noted as "Administry" in blue.

Worship events are in purple.

Generative conversations are in green.

No one throws a party like RMC, and those events are in orange!

Where can I get the documents I need for Annual Celebration?

Everything you need will be available in your Program Guide, which will be emailed to all registrants. In addition, all business items will be organized into one printable document available on our website. Please read through this!

How will the business meeting work?

We'll call the business meeting to order on Thursday night when some business items will be introduced. We will complete our business items on Saturday morning before adjournment. Business items on the agenda noted as *Administery*.

Additional Events Following Annual Celebration

Holmgren Lectureship Series

John Dominic Crossan, keynote speaker at Annual Celebration, is the guest presenter for the 2019 Carolyn and Chuck Holmgren Lectureship at First Congregational Church, United Church of Christ, located at 1425 N. 5th Street in Grand Junction, Colorado. Dr. Crossan will present lectures on the theme "Reimagining Resurrection," based on his 2018 book, *Resurrecting Easter: How the West Lost and the East Kept the Original Easter Vision*. Registration is available [here](#).

Gunnison UCC Work Week

From June 10 – 16, a work camp will be held to assist Gunnison Congregational Church, UCC (GCC) move into their newly purchased storefront location. We will help finish the kitchen, nursery, small group room, fellowship hall, and non-profit co-working space (badly needed in Gunnison). The Board of Mission & Christian Social Action of First Congregational, Boulder, and GCC will oversee this work camp. GCC will arrange housing and meals as needed. If you wish to help for one or more days, please register no later than May 25. To register, please fill out [this worksheet](#) and return it to Gail McDougle at gmcdougle2@gmail.com.

Meeting Overview – Important Contacts

5 for 5 Awards	Janice Travis	janice@rmcucc.org
Boundary Training	Tracey Dawson	pastortracey@uccparkerhilltop.org
Budgets	Matt Huntington	huntington35@gmail.com
Business Meeting	Sue Artt	sue@rmcucc.org
By-Law Amendments	Kay Grice	kay.e.grice@gmail.com
Content Design	Erin Gilmore	erin@rmcucc.org
Western Association	Wendy Kidd	gccpastor@qwestoffice.net
Lodging Questions	Melisa McCarl	admin@rmcucc.org
Nominations	Kay Grice	kay.e.grice@gmail.com
Registration	Daryl Schreiber	daryl@rmcucc.org
Resolutions	Sue Artt	sue@rmcucc.org
RMC Board	Kay Grice	kay.e.grice@gmail.com
RMC Website	Daryl Schreiber	daryl@rmcucc.org
Comments	Daryl Schreiber	daryl@rmcucc.org

Info & Resources – Schedule & Lodging

Event Venue Information

Annual Celebration will be held at Two Rivers Convention Center (159 Main St, Grand Junction, CO 81501) on Thursday and Friday, June 6-7, and at First Congregational UCC, Grand Junction (1425 N 5th St, Grand Junction, CO 81501) on Saturday, June 8.

[Click here to view a map and get directions to Two Rivers Convention Center](#)

[Click here to view a map and get directions to First Congregational UCC](#)

Hotel Information

The RMC has reserved a discounted room block at the Hampton Inn, Fairfield Inn and Suites, and SpringHill Suites in downtown Grand Junction. These hotels are very conveniently located just across the street from Two Rivers Convention Center. Use the [Online Group Booking Codes](#) if you plan to book your room online. If booking over the phone, please ask for the Rocky Mountain Conference UCC rate when making your reservation. Make your reservation by May 5, to receive our special rate. We have also put together a [list of budget hotels and hotel alternatives](#). *****Please note: hotel room reservations and payments are the sole responsibility of the individual. The RMC will not book or pay for rooms for individuals, and hotel cost is not included in the Annual Celebration registration fee. All rooms are available on a first come, first served basis.*****

Registration Deadline: Thursday, May 23

Beginning 30 days from the event (May 6), **we will not offer refunds for cancelled registrations.** Thank you for your understanding and good stewardship of conference funds.

Packing List

Clothes/Necessities:

- Comfortable walking shoes
- Rain jacket
- Shorts / pants / shirts / for warm weather
- Toiletries
- *Optional cocktail attire for Friday night Celebration Banquet

For Safety and Convenience:

- Small fan
- Reusable water bottle (bottled water will NOT be provided)
- Sunglasses / hat / sunscreen
- Computer / iPad / chargers

Info & Resources – Healthy Ministry Relationships

In order to accommodate the Healthy Ministry Relationships (formerly known as Boundary Training) requirements of RMC clergy, Members in Discernment, and lay people, we are offering Healthy Ministry Relationships once again in 2019.

Optional clergy training on Healthy Ministry Relationships will be offered on Thursday morning in the Whitewater Creek Room of Two Rivers Convention Center, from 9:00 am to 12:00 pm. The theme is “The Gray Areas of Healthy Ministry Relationships.” You will have the option of adding “Boundary Training” to your cart during registration. Contact Tracey Dawson with questions. The cost is \$50 and includes lunch.

Meeting Materials – 2019 Consent Agenda

An Educational Moment

Roberts' Rules of Order provides for the use of a Consent Agenda for the approval of routine items (which do not need discussion or debate) with one vote, thereby eliminating the need for individual motions and votes for each item.

At the beginning of the meeting where a consent agenda is used, the moderator will ask if there are items which the body wants removed from the consent agenda so they can be discussed individually. If any member requests that an item be removed from the consent agenda, it will be placed on the general agenda to be discussed individually.

When there are no more items to be removed, the moderator reads out the remaining consent items. Then the moderator states: "If there is no objection, these items will be adopted." After pausing for any objections, the moderator states "As there are no objections, these items are adopted." It is no necessary to ask for a show of hands.

The Rocky Mountain Conference Board of Directors proposes the following Consent Agenda for its 2019 Annual Meeting:

2019 Annual Meeting Consent Agenda

1. Standing Rules for the 2019 Annual Meeting
2. 2018 Annual Meeting Minutes
3. Grant Voice with Vote to new church starts: Community Spirit UCC, Montrose, CO and OMO House, Denver, CO
4. Grant Voice without Vote to guests [To be Named]
5. Appointment of Rev. Tracey Dawson as Parliamentarian
6. Appointment of Rev. Carol White as Time Keeper

Meeting Materials – Standing Rules

1. "Robert's Rules of Order, Newly Revised" shall be followed, unless otherwise ordered by the Conference Annual Celebration Business Meeting.
2. Matters deemed by the Moderator to be merely format, routine, and non-controversial may be disposed of by common consent. However, if there is objection, the chair will await a formal motion and submit the question to debate and vote.

3. Resolutions deemed not merely formal and non-controversial may be submitted by any voting delegate, congregation, association, commission, or committee of the Conference for action by the Annual Celebration Business Meeting. A resolution addresses the mission and/or teaching ministry of the Conference and its related bodies. As it relates to the Church's mission, the resolution should empower the Conference to act in new areas of responsibility. Further, it shall address the congregations, the denomination, or other bodies, regarding issues of nurture and justice from our Christian perspective. As it relates to the teaching ministry, the resolution should enhance members' knowledge of the Christian faith, improve the life of persons living in community, and help us make decisions as Christians in a secular world.
4. Resolution forms are available to the churches sixty (60) days prior to the Annual Celebration Business Meeting, at which time the due date is indicated. The Business Committee will receive resolutions and approve those to be circulated to the churches thirty (30) days prior to the Annual Celebration Business Meeting. A resolution similar to the one addressed at an Annual Celebration Business Meeting in the past five years may be referred to an appropriate committee and not considered by the Annual Celebration Business Meeting.
5. Each resolution submitted must contain the following wording: "THEREFORE BE IT RESOLVED, that we, the delegates of the 45th Annual Celebration of the Rocky Mountain Conference, June 6-8, 2019, at Two Rivers Convention Center in Grand Junction, Colorado. Summary information accompanying a resolution shall address the following in addition to its titles: Purpose of proposed action, to whom it is addressed, expected results, who will implement or follow up, when and by whom is report back expected, anticipated costs and source of funds, and how this resolution impacts the Conference's mission and/or teaching ministry.
6. Resolutions received after the deadline may be referred to the Annual meeting if the Business Committee deems them to be of a significant and timely nature.
7. Procedure for resolutions will be the following: The presenter will have two (2) minutes to introduce a resolution. Six (6) persons will have one (1) minute each to speak alternating pro and con, at which time a vote will be taken to extend discussion or to vote on the resolution.
8. In considering a resolution, action is taken on the "Therefore, be it resolved..." section. Amendments may be made the "Therefore, be it resolved..." section of a resolution. (The "whereas" section is background information.)
9. Amendments must be presented in writing to the chair after they have been presented and seconded. Not more than one amendment will be considered at the same time. One

wishing to offer an additional amendment should announce the intention to offer the further amendment after action is completed on the pending amendment.

10. To close debate, the proper motion is "I move the previous question" or "I move to close debate." The mover must gain recognition and the motion must be seconded. The motion cannot be amended and requires a two-thirds vote for adoption. It will not suffice merely to call "Question" if there are still delegates who wish to speak.
11. Delegates shall state their names when they are recognized to speak. No speaker shall speak on the same issue more than once, except to answer question addressed to him/her from the floor. Except when rising to a point of order, or to second a motion, delegates may be requested to speak from a microphone.
12. The Moderator, with the assistance of the Parliamentarian, is charged with the duty of providing orderly disposition to the business of the Rocky Mountain Conference. Any ruling may be appealed by a delegate. The appeal requires a second. The majority vote by the delegates upon the appeal will prevail

Adopted by the Board of Directors
March 14, 2015
January 29, 1994
Amended January 31, 1997

Meeting Materials – Voting Membership

ARTICLE III VOTING MEMBERSHIP – RMC BYLAWS (Amended May 19, 1996)

Section 1: Every local church which is a certified member in an association of the Conference shall be entitled to voting representatives in the Conference by two lay delegates, plus one additional lay delegate for each 200 members, or major fraction thereof above 200 members, provided that no church may thus be represented by more than seven lay delegates of which one can be a youth (age 15-20 years). The last annual Year Book statistics will be the basis for computing the number of delegates. Delegates shall be elected or appointed by each church and, unless otherwise ordered by the church, shall serve for a term of one year or until their successors have been elected, except that a delegate's term of office shall terminate upon removal from membership in the local church. Each church may appoint or elect alternates which shall be designated by the church as voting delegates in the event any one or more of the regular delegates cannot be in attendance at the annual or special meetings. The recommendation is that no delegate be self-succeeding for more than three successive years and that, so far as possible, delegates should be representative of the church and reflective of the diversity of people within the organization.

Section 2: All persons holding ordained ministerial standing in an association of the Conference, and commissioned ministers, and licensed ministers who have been authorized for ministry by an

association of the Conference shall be voting members at the annual or special meetings of the Conference.

Section 3: The members of the Board of Directors shall be voting members of the Conference during their terms of office.

Churches are welcome to send as many non-voting members as they like.

The membership figure reported to us as of December 31, 2017, will be used for the 2018 Annual Celebration Business Meeting.

For each church that did not submit a Yearbook report, the latest recorded membership figure will be used.

MEMBERSHIP	LAY DELEGATES
300 Members or less	2
301 - 500	3
501 - 700	4
701 - 900	5
901 - 1100	6
1101 and above	7

If you have questions, please call the Conference office at 303-984-9118.

Meeting Materials – Nominating Report for 2019-2020

Board of Directors (bod@rmcucc.org) 15 members –

[Position] [Association] [Name] [Term End] [Home Church]

Moderator, Vice Moderator, -1 Year Term Personnel Chairs & Treasurer - 2 year term;

Moderator	IM	Kay Grice	20	1 st Plymouth Congregation UCC, Englewood CO	
2 nd term					
Vice Mod	PV	Allyson Stauffer	20	United Church of Christ Longmont, CO	
2 nd term					
Secretary		Sue Artt	n/a	RM Conference Minister	
Treasurer	SE	Gaye Bosley Mitchell	20	Community Congregational UCC, Manitou Springs, CO	
1 st term					
Personnel	MD	Mark Dutell	21	Kirk of Bonnie Brae UCC, Denver, CO	2 nd term
				Association Representatives - 3 year term; Single term only	
Rep	WE	Martha Jones	20	First Congregational UCC, Grand Junction, CO	
Rep	SE	Tracey Dawson	20	UCC Parker Hilltop, Parker, CO	
Rep	PV	Ben Konecny	21	First Congregational UCC, Greeley, CO	
Rep	IM		22		
Rep	MD		22		
				So-That Teams Support Coordinator - 2 year term	
Coordinator	SE	Judith Baillie	21	Christ Congregational UCC, Pueblo, CO	2 nd term
	WE	Mark Long	21	1 st Congregational UCC, Grand Junction CO	1 st term

Finance Committee (finance@rmcucc.org)

5-8 members (any Association) - 2 year term - Treasurer serves on Board of Directors for 2 year term and optional 2nd, Conference Minister serve ex-officio

MD	Curt Preston	20	Lakewood UCC, Lakewood CO	appointed
PV	Paul Heintzleman	21	First Congregational UCC, Loveland CO	1 st term
MD	Ken Hoagland	21	First Plymouth Englewood, Englewood CO	1 st term
SE	Gaye Bosley Mitchell	20	Chair & Treasurer	1 st term
Sue Artt	n/a		RM Conference Minister	

Personnel Committee (personnel@rmcucc.org)

5-8 members (any Association) - 2 year term - Chair serves on Board of Directors for 2 years and optional 2nd

MD	[Chair] Mark Dutell	20	Kirk of Bonnie Brae UCC, Denver, CO	
WE	Joan Levy	21	First Congregational UCC, Grand Junction, CO	2 nd term
IM	Amanda Minter	21	Holladay UCC, Holladay, UT	2 nd term
SE	Angie Law	20	Parker Hilltop UCC, Parker, CO	
IM	Sheryl Crow	20	Kingsbury Community, Vernal, UT	
WE	Shelly Spalding	21	Gunnison Congregational UC	2 nd term

Nominating Committee (nominating@rmcucc.org)

5 members (1 from each Association) - 2 year term + Vice Moderator, ex-officio, as Chair

PV[Chair] Allyson Stauffer n/aRM Vice Moderator

MD

WE	Karen Caton	19	First Congregational UCC, Grand Junction, CO	
IM	Sheryl Crow	21		appointed
PV	Ken Ingram	20	St. Paul's UCC, Laramie, WY	
SE	Logan Bennett	20	First Congregational UCC, Colorado Springs, CO	

RMC Endowment Trustees

6 members (any Association) - 3 year term - Conference Minister serves ex-officio [Chair]

WE	Cindy Haas	20	First Congregational UCC, Grand Junction, CO	1 st term
MD	Jeff Bogart	22	First Congregational, Boulder, CO	2 nd term
WE	Wendy Kidd	20	Gunnison Congregational UCC, Gunnison, CO	1 st term
PV	Alan McLarty	21	Plymouth Congregational UCC, Fort Collins, CO	1 st term
MD	Amy Petrè Hill	21	Mountain View United Church, Aurora, CO	1 st term
PV	Tim Amen	22	Christ Congregational Church, Ft. Morgan, CO	1 st term
Sue Artt			n/a RM Conference Minister	

**Serving a second term and may not be re-elected to another term on this committee/position.*

Most positions are for two year terms, except for Association Representatives to the Board of Directors and the RMC Endowment Trustees who have three year terms.

Most positions may serve an optional 2nd term, except for Association Representatives to the Board of Director, which are limited to a single term.

Please contact Allyson Stauffer for corrections/updates at astauffer1941@gmail.com.

General Synod Delegation

General Synod delegate election is subject to UCC Constitutional provisions stipulating fair representation of diversity along several dimensions:

- 50% must be Lay
- 20% must be Young Adult (30 or less) or Youth (18 or less at time of election)
- must represent the Conference's racial diversity

Associations each have delegate representation in accordance with their population:

Intermountain (IM)	1 delegate / 1 alternate
Metro Denver (MD)	2 delegates / 2 alternates
Platte Valley (PV)	1 delegate / 1 alternate
Southeastern (SE)	1 delegate / 1 alternate
Western (WE)	1 delegate / 1 alternate

To ensure RMC complies to UCC Constitutional stipulations and names a delegation which can be seated at General Synod, the Conference asks its Associations to alternate nominating Lay and Clergy delegates.

RMC Delegation to 2019 General Synod in Milwaukee, WI (June 25 - July 29, 2019)

<u>Lay Delegates</u>				<i>50% of delegation (= 5 delegates)</i>		<u>Synods</u>
MD	L	Delegate	Jan Hepp	17	19	Parkview Cong'l UCC, Aurora, CO
PV	L	Delegate	Allyson Stauffer	19	21	United Church of Christ Longmont
WE	L	Delegate	Martha Jones	17	19	First Cong'l UCC, Grand Junc, CO
	L	Young Adult	Daniel Su'a	19	21	EFKS New Jerusalem, Midvale, UT
	L	Youth	Jesslynn McDougal	19	21	Kingsbury UCC, Vernal, UT

<u>Clergy Delegates</u>				<i><50% of delegation (= 4 delegates)</i>		
IM	C	Delegate	Pat Gamble Hovey	17	19	Holladay UCC, Holladay, UT
MD	C	Delegate	David Bahr	17	19	Park Hill UCC, Denver, CO
SE	C	Delegate	Clare Twomey	19	21	Vista Grande, Colorado Sprs, CO
BOD	C	Chair/Vice Chair	tbd	19		Xxxxx

<u>Alternates</u>				<i>match Lay/Clergy status of Assn delegate</i>		
IM	C	Alternate	Marijke Rossi	17	19	Holladay UCC, Holladay, UT
MD	L	Alternate 1	Vickie Golobic	17	19	Sixth Avenue UCC, Denver, CO
MD	C	Alternate 2	Curtis Preston	17	19	Lakewood UCC, Lakewood, CO
PV	L	Alternate	Xxxx	19	21	Xxxxx
SE	C	Alternate	Gaye Bosley-Mitchell	19	21	Com Cong UCC, Manitou Springs
WE	L	Alternate	Heidi Hess	17	19	First Cong'l UCC, Grand Junc, CO

Next Election by Association

IM	Lay	21/23
MD	Clergy	21/23
MD	Lay	21/23
PV	Clergy	23/25
SE	Lay	23/25
WE	Clergy	21/23

Meeting Materials – 2020 Ministry Plan

Rocky Mountain Conference 2020 Budget Worksheet

Account	2020 Budget	2019 Budget (as adjusted)	2018 Balance (Restated)	2017 Balance (Restated)
Income from Conference Members				
OCWM	380,000.00	370,000.00	366,696.95	363,813.22
Per Capita	105,000.00	100,000.00	100,109.21	99,153.12
Friends of the Conference	9,800.00	25,000.00	4,502.22	3,375.00
Contributions			1,162.00	1,548.50
Special Offerings				
Total Special Offerings	0.00	0.00	137,787.20	164,126.64
Income from Conference Members	494,800.00	495,000.00	610,257.58	632,016.48
Special Offerings Remitted to Nat'l	not budgeted	not budgeted	(137,787.20)	(171,985.29)
Endowment & Conference Funds Transfers:				
Endowment Distributions				
Total Endowment Distributions	34,000.00	30,895.00	32,841.54	29,700.04
Conference Fund Transfers				
Total Conference Funds Transfers	85,000.00	65,805.00	54,809.00	21,702.00
Endowment & Conference Funds Transfers:			87,650.54	51,402.04
Income from Outside Sources	1,000.00	500.00	6,682.25	7,390.44
Income	614,800.00	592,200.00	566,803.17	518,823.67
Expenses				
Ministry Development Activity				
So That Teams	12,500.00	1,500.00	2,486.88	(105.00)
In the Mud Grants	20,000.00	15,000.00	24,800.00	23,874.00
Church Vitality & Renewal			1,098.00	
Ignite Program			20,477.66	15,539.24
Annual Meeting				
Meeting Revenue	(26,000.00)	(29,400.00)	(35,915.00)	(36,070.50)
Meeting Food & Lodging	19,000.00	25,200.00	17,010.87	23,387.53
Meeting Transportation & Travel	2,000.00	1,200.00	1,862.16	
Speaker Fees	2,000.00	2,000.00	2,000.00	
Supplies & Support	3,000.00	1,000.00	2,736.12	177.00
	0.00	0.00	(12,305.85)	(12,505.97)
Congregations Alive Expenses			0.00	(668.83)
Association Leaders Gathering			0.00	2,374.82
Clergy Retreat/Events		500.00	1,664.77	
Board & Committees	2,000.00	3,500.00	1,800.04	3,459.99
CM Discretionary Fund	500.00	500.00	295.91	
Reserves				
Fitness Review Reserve		1,500.00	625.98	2,500.00
Ignite Reserves			(20,477.66)	(15,539.24)
Strengthen the Church Transfers			(2,486.88)	
Congregations Alive Reserve		1,000.00		668.83
Staff Cost Allocations	222,264.00	137,071.00	138,019.25	
Office/Admin Cost Allocations	13,824.00	8,262.00	11,244.25	
Total Ministry Development Activity	271,088.00	168,833.00	167,242.35	19,597.84
Faith Development Activity				
La Foret Per Capita Support	21,000.00	19,800.00	20,363.85	19,830.62
Transformational Ministry Support	24,000.00			
Event Costs				
Registration Income			(91,024.88)	(5,675.00)

**Rocky Mountain Conference
2020 Budget Worksheet**

Account	2020 Budget	2019 Budget (as adjusted)	2018 Balance (Restated)	2017 Balance (Restated)
Event Food & Lodging	<i>not budgeted</i>		61,226.28	4,217.60
Event Supplies & Support	<i>not budgeted</i>		33,404.12	877.14
Event Travel				161.14
Honorariums				
NetEvent Costs			3,605.52	(419.12)
Reserves for NYRE	3,000.00	3,000.00	(3,953.80)	0.00
Staff Cost Allocations	74,088.00	149,165.50	150,197.42	
Office/Admin Cost Allocations	4,608.00	8,991.00	12,236.39	
Total Faith Development Activity	126,696.00	180,956.50	182,449.38	19,411.50
UCC Covenant Activity				
National Share of OCWM	68,400.00	85,800.00	80,673.33	80,038.90
General Synod Costs		14,000.00		13,293.87
Council of Conference Ministers	3,000.00	3,000.00	2,853.68	525.00
CUE Office Support	1,200.00	1,500.00	1,200.00	2,329.00
Global Partners		1,500.00	0.00	
Other UCC Partners				
Reserves				
General Synod Reserve	7,000.00	(7,000.00)	5,525.13	(9,293.87)
Marketing Contract		0.00		
Staff Cost Allocations	65,856.00	80,630.00	81,187.79	
Office/Admin Cost Allocations	4,096.00	4,860.00	6,614.27	
Total UCC Covenant Activity	149,552.00	184,290.00	178,054.20	86,892.90
Mission Activity				
Ecumenical Partners	7,500.00	7,500.00	7,500.00	7,500.00
Global Partners				1,500.00
Other				(620.73)
Staff Cost Allocations	32,928.00	20,157.50	20,296.95	
Office/Admin Cost Allocations	2,048.00	1,215.00	1,653.57	
Total Mission Activity	42,476.00	28,872.50	29,450.52	8,379.27
Building Activity				
Insurance - Building & Liab	9,000.00	10,500.00	7,678.00	8,958.00
Utilities	16,000.00	13,500.00	15,788.38	15,018.55
Building & Grounds Maintenance	6,000.00	2,000.00	5,673.52	7,600.31
Property Taxes	500.00	100.00	500.00	22.17
Reserves for Capital Expenditures		2,000.00	3,132.00	2,000.00
Tenant Rent Income	(24,000.00)	(24,000.00)	(22,200.00)	(23,850.00)
Staff Cost Allocations	16,464.00	16,126.00	16,237.56	
Office/Admin Cost Allocations	1,024.00	972.00	1,322.85	
Total Building Activity	24,988.00	21,198.00	28,132.31	9,749.03
Staff Expenses				
Salaries & Wages	284,000.00	275,000.00	292,659.20	251,961.45
Insurance - Health & Life	50,000.00	48,500.00	45,000.23	49,957.23
Retirement	28,000.00	35,000.00	30,496.44	30,803.77
Insurance - Workers Comp	3,000.00	3,000.00	211.00	2,769.30
Continuing Education	2,000.00	2,000.00	1,282.91	2,250.00
Payroll Taxes	7,200.00	7,650.00	9,122.24	9,505.61
Conference & ACM Moving/Search				
Staff Travel & Meals	30,000.00	25,000.00	25,578.19	17,660.01
Staff Gifts	2,000.00	2,000.00	1,588.76	

**Rocky Mountain Conference
2020 Budget Worksheet**

Account	2020 Budget	2019 Budget (as adjusted)	2018 Balance (Restated)	2017 Balance (Restated)
Reserves for Staff Sabbaticals	5,400.00	5,000.00	0.00	5,000.00
Staff Cost Allocations	(411,600.00)	(403,150.00)	(405,938.97)	
<i>Total Staff Expenses</i>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>369,907.37</u>
Office & Admin Expenses				
Prof Fees - Accounting/Legal	5,000.00	7,000.00	4,841.47	5,922.26
Bank & Merchant Charges	2,000.00	4,000.00	3,643.79	3,414.49
Computer & Equip - Hard/Soft	7,000.00	6,000.00	8,100.97	4,775.08
Supplies & Postage	4,000.00	3,000.00	4,143.03	5,175.71
Telephone & Internet	6,000.00	3,000.00	5,864.05	6,393.31
Gifts & Memorials	1,400.00	800.00	1,968.02	1,864.80
Dues & Subscriptions	200.00	500.00	10.00	213.50
Miscellaneous				
Reserve for Audit	n/a		4,500.00	
Office/Admin Cost Allocations	(25,600.00)	(24,300.00)	(33,071.33)	
<i>Total Office & Admin Activity</i>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>27,759.15</u>
Reserves for "Contingency Fund"		3,000.00		
Total Expenses	<u>614,800.00</u>	<u>587,150.00</u>	<u>585,328.76</u>	<u>541,697.06</u>
Net Conference Income	<u>0.00</u>	<u>5,050.00</u>	<u>(18,525.59)</u>	<u>(22,873.39)</u>
Camp Income				
Camp Revenue	not budgeted	110,000.00	99,457.00	96,328.50
Outdoor Ministries Exp Support	not budgeted	11,000.00	10,500.00	
<i>Total Camp Income</i>	<u>0.00</u>	<u>121,000.00</u>	<u>109,957.00</u>	<u>96,328.50</u>
Camp Expenses				
Food & Lodging	not budgeted	100,000.00	92,437.34	84,892.30
Supplies/Support	not budgeted	14,000.00	9,343.92	11,941.25
Counselor/Dir Training	not budgeted	10,000.00	610.89	1,914.80
Nat Outdoor Min Assoc	not budgeted	250.00		
Nurse/Medical Supplies	not budgeted	1,800.00	1,450.00	1,450.00
Miscellaneous				1,672.40
<i>Total Camp Expenses</i>	<u>0.00</u>	<u>126,050.00</u>	<u>103,842.15</u>	<u>101,870.75</u>
Net Other (Camp) Income	<u>0.00</u>	<u>(5,050.00)</u>	<u>6,114.85</u>	<u>(5,542.25)</u>
Total Income (Loss)	<u>0.00</u>	<u>0.00</u>	<u>(12,410.74)</u>	<u>(28,415.64)</u>

Meeting Materials – Clergy Compensation Guidelines for 2020

Clergy compensation guidelines are spiritual documents. At their best, they address the complexity and creative tension of where we are: in culture, in the church, in our economy, in our contexts. We refine these guidelines annually and *are interested in testing them against the cultures, churches, and contexts in the Rocky Mountain Conference. We welcome your feedback.* Please forward comments to the Rocky Mountain Conference office at connect@rmcucc.org. All are encouraged to remember, these are *guidelines*, intended to open sacred conversations about expectations, shared futures, and to cultivate a rewarding and meaningful relationship between clergy and congregation.

At its core, clergy compensation is a matter of justice, faith, and covenant between a pastor, the gathered community and God. The Rocky Mountain Conference (RMC) recognizes the autonomy of the local church, the variety of vocational models, and the emerging reality of bi-vocational ministry settings. As such, the RMC encourages local congregations and pastors to dialogue openly about call agreements and reach decisions in concert. While many in the church are called to minister as volunteers, pastors are called as professionals and it is the expectation that the community of faith will provide a compensation package honoring the education, experience, job responsibilities, gifts, and graces befitting the person and office.¹

These guidelines provide a starting point for current and newly called pastors (in Part I) and helpful suggestions and tools for annual wage review conversations for churches that have more experienced staff (in Part II). Part III makes recommendations for fixed, professional and personal benefits. Part IV offers guidance for additional clergy positions: Ordained Associates, Commissioned, and Licensed Ministers. The document concludes (Part V) with a Resource Section and endnotes.

¹ For a faithful and helpful book outlining the value of these covenant conversations, see Jill M. Husdon's *Evaluating Ministry: Principles and Processes for Clergy and Congregations*, Rowan and Littlefield Publishers, 1992.

TABLE OF CONTENTS

JOB COMPARISON RATIONALE

PART I – BASE WAGE FOR CLERGY

TABLE 1 BASE WAGE (SALARY + HOUSING) FOR FULL TIME CLERGY

ASSESSING THE FACTORS THAT IMPACT COMPENSATION

1. COMPARISON TO OTHER UCC CLERGY
2. SIZE OF CONGREGATION
3. EDUCATION AND EXPERIENCE
4. COST OF LIVING IN COMMUNITY
5. ATTRACTING QUALIFIED CANDIDATES
6. ADJUSTMENT FOR SENIOR PASTOR
7. ADJUSTMENT FOR PART TIME PASTOR
8. BUDGET OF CONGREGATION

PART II - ADDRESSING WAGE ADJUSTMENTS FOR CURRENT STAFF

1. JOB PERFORMANCE - ANNUAL REVIEW
2. RMC RECOMMENDED PERCENTAGE?

PART III – RMC RECOMMENDED BENEFITS FOR ALL CLERGY

1. FIXED
 1. UCC PENSION: 14% OF BASE SALARY (SALARY + HOUSING)
 2. LIFE AND DISABILITY: 1.5%
 3. SOCIAL SECURITY OFFSET: 7.65%
 4. HEALTH INSURANCE – PLAN A EQUIVALENT
2. PROFESSIONAL
 1. TRAVEL REIMBURSEMENT
 2. SABBATICAL PLANNING
 3. REGISTRATION FOR UCC MEETINGS AND EVENTS
 4. STUDY LEAVE
 5. WIDER CHURCH SERVICE
 6. EDUCATION AND STUDY
3. PERSONAL
 1. VACATION
 2. SICK TIME
 3. FAMILY / MEDICAL / COMPASSION LEAVE

4. DEATH BENEFIT

PART IV – ADDITIONAL AUTHORIZED MINISTER GUIDELINES

A. ORDAINED ASSOCIATE PASTORS

B. COMMISSIONED MINISTERS

C. LICENSED MINISTERS

PART V – RESOURCES, SOURCES AND NOTES

A. REFERENCE AND SOURCE MATERIAL

C. ENDNOTES, COMMENTS AND REFERENCE

Job Comparison Rationale

RMC clergy compensation guidelines use actual salary data reported to the national UCC by member churches. Reported salary ranges were adjusted, or “aged,” to project 2018 comparable data.

This comparison provides the best comparable and sustainable database available for clergy job function and organizational size and complexity within our denomination. The national data show our conference steadily declining in Pastor average salary in relation to other UCC conferences since 2014. Conference leadership is committed to providing competitive wages in our conference to reverse this trend. While there are many variables that can influence this decline, following these guidelines will help ensure that Pastors in our conference achieve a competitive living wage.

PART I: BASE Wage for Clergy

The RMC has constructed a recommended compensation table for churches to use to determine A BASE Wage (BASE Wage = *salary plus housing*) for pastors based on church membership. When Housing is offered via a Housing Allowance, the pastor may define the allocation. (See IRS Publication 517 for guidelines.) When Housing is offered via a parsonage, the value is determined by the market rate. The UCC suggests 30% of the BASE Wage be allocated as “Parsonage compensation.”

The table reflects the distribution of actual wages of UCC Pastors in the United States and published in the United Church of Christ Annual Statistical Profile. Those national salaries are sorted by size of congregation and distributed across a bell-shaped curve that reflects the variation caused by differences in education, experience, skills and performance of the pastor, the size of a local church budget, the cost of living in a local church community, and availability of candidates that can be recruited to a local community. This table was not constructed to address other professional staff positions in the RMC, but only Clergy positions.

The 50th percentile column is the highest point, or top, of the bell curve and represents the most frequent salary when considering all variables. The columns to the left and right represent the percentage of salaries equal to or lower than that salary. For example, the 75th percentile represents the salary point at which 75 percent of the salaries in the survey data are equal to or lower than that salary.

Table 1: Annual Salary and Housing Allowance Table for Full Time Clergy in the Rocky Mountain Conference for 2018 Budget Year

Membership	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile
< 100	32,322	39,558	48,242	54,513	60,303
101 – 150	35,752	43,756	53,361	60,298	66,701
151 – 200	36,829	45,075	54,969	62,115	68,711
201 – 400	42,873	52,472	63,990	72,309	79,988
401 >	54,894	67,184	81,932	92,583	102,415

Adjusting / Determining BASE Wage

The RMC suggests Churches select a salary point in the table for their church by using the following process to address the major variables that impact compensation.

ASSESSING THE FACTORS THAT IMPACT COMPENSATION:

1. What are others doing the same or similar work being compensated?

Hiring and retaining professionals in our society of free markets and freedom of choice is a competition for qualified candidates and the baseline for any compensation package is to understand what is currently being paid in the marketplace for candidates for which you are competing. The best available and sustainable marketplace comparison for UCC Pastor Candidates is current UCC Pastors. The wage table above is created based on data provided by the national UCC showing what current UCC Pastors are paid.

2. What is the size of your congregation?

The size of the congregation, like any organization, impacts the scope and complexity of the positions serving that organization. The Rocky Mountain Conference has incorporated the same size differentiations used by the national UCC in compensation studies into the salary table that is part of this guideline. However, for many churches, the formal “membership” number may not adequately reflect the participation of persons in the church. An argument can be made that the size of the congregation for purposes of discerning appropriate clergy compensation should include both formal members, their children and youth, and regular participants in the life of the church who are not formally-installed members. These latter persons might be defined as regular worship and/or church activity participants who regularly contribute to the financial life of the church.

Start your analysis by using the wage chart provided and determine the 50th percentile salary for your congregation size. This starting point is a level where 50% of the Pastors in the marketplace earn more than this salary and 50% earn less and utilizes the national data collected to address the first two factors in a compensation analysis: what other churches of similar size are paying.

3. What is the education and experience level of the Pastor?

A compensation package should recognize the wisdom and perspective that knowledge and experience bring. Keep in mind that variety of experience in positions, and organizational size and location, usually have more value than extended time in the same position.

To address this factor the RMC suggests adjusting the 50th percentile salary established as part of factors 1 and 2 above downward 10% if your candidate is not ordained and holding a bachelor degree. The salary should be adjusted upwards 10% for an advanced degree in ministerial studies above a bachelor's degree. In addition, move the salary down an additional 10% if the candidate has no experience leading a church as a Pastor and increase the salary point an additional 10% for experience of 3 years or more for leading a church as a Pastor.

4. What is the cost of living in your community?

The cost of living is higher in some locations in our region than others. Community size, location, diversity of employment, quality and availability of transportation, health care, educational and recreational services, utilities, land and housing are some of the factors impacting cost of living in each community. An internet search can provide you an index most relevant to your community. A community cost of living index is usually sponsored by local city, county, state, government or business organizations. The salary table above is based on a national study so the RMC suggests seeking data comparing the living index in your community with a national scale and adjusting the salary point accordingly.

5. How easy or hard is it to attract qualified candidates to your community?

Congregations in communities with a quality of life attractive to a large range of candidates will be able to attract and retain quality leaders with a compensation package that is competitive for the marketplace.

Congregations in communities that are challenged to attract and retain professionals in other fields such as education, medicine, or law may also have the same difficulty recruiting Clergy and may need to pay above competitive marketplace rates for a high-quality leader. If your church is unable to attract and retain the type of Pastor you desire with a salary that is aligned with the process described here, the RMC suggests a hiring bonus or retention bonus or salary adjustment of up to 10% of the annual salary. Contact the RMC office for advice on evaluating the need and structure for this type of incentive.

6. Adjustment for Senior Pastor

Churches may have a Senior Pastor who is directing the work of one or more full time pastors and other staff positions. Those churches should consider increasing the chosen salary point based on the size of the staff being directed.

7. Adjustment for Part Time Pastor

The benefits and risks of choosing a part-time Pastor versus a full-time Pastor is a staffing decision and not a compensation decision, so is not addressed here. However, for congregations that have made that decision, the RMC suggests the following approach: Although the position of pastor is a profession not usually subject to a specific work week or specific hours of work in a week, Churches creating part-time pastor positions should consider reducing the salary point by a factor equivalent to the reduction in work responsibilities and hours compared to fulltime responsibilities. See Part IV for more information.

8. What is the budget of the congregation?

There can be a difference between what a Pastor should be paid based on all of the factors above and what a congregation can afford. Congregations that cannot afford to increase salaries to reflect inflation or recognize

above-expectation performance or match what other churches of similar size are providing in salaries may not be able to retain talented, dynamic, and growing leaders. The RMC recommends that a church that believes it is in that situation should contact the Conference Minister for help in developing a strategy for attracting and retaining quality clergy leadership. Conversely, the RMC recognizes that some churches are regarded as high performing leadership best practice organizations and may choose to pay above the market to attract, retain and recognize the type of leadership needed to sustain that organization.

Part II: Addressing Wage Adjustments for Current Clergy Staff

1. What is the job performance of the Pastor?

This factor is not applicable when hiring a Pastor new to a congregation. Pastors serving a congregation for more than one year should be considered for a salary increase on an annual basis based on a performance review measuring specific goals agreed upon at the start of that evaluation period. It is recommended that the pastoral call letter / compensation package clearly details the methods and frequency used when addressing adjustments to total annual compensation including both Wages and Benefits.

The RMC suggests that meeting performance to mutually identified objectives should warrant consideration for a wage increase in line with annual inflation in your community. Above expectation performance should warrant an increase 2 or 3% above inflation and below expectation performance warrants no increase in salary.

Churches with Pastors serving that congregation for more than one year should periodically complete the analysis described in items 1 through 8 above to monitor the competitive nature of their compensation package.

If a congregation is paying an experienced, well-educated Pastor who is consistently performing above expectations a rate below the 50th percentile on the wage chart for a church of your size and location, the congregation should consider higher increases than these recommendations to bring the compensation at or above the 50th percentile.

2. Where's the RMC "Recommended Percentage" this year?

Because the RMC is more interested in thoughtful, sacred conversations about shared ministry in the church than it is in providing a single number for all our churches to use, we are not posting a recommended percentage change.

PART III: RMC Recommended Benefits for ALL Clergy

Benefits are an additional expense that many smaller churches struggle to offer. Part-time and bi-vocational ministry settings complicate this conversation about benefits and the ability and responsibility of the church to provide them. The RMC acknowledges these complications and at the same time encourages churches to prayerfully consider matters of justice and generosity. All pastors love God's people and serve from their hearts. However, the call to serve is not a call to poverty. If your church is unable to provide all of these benefits, please begin to phase in structures that will allow you to achieve these recommendations in the near future.

The RMC outlines three types of Pastoral Benefits: Fixed, Professional, and Personal

A. *FIXED Benefits* (see www.pbucc.org)

In addition to the Adjusted BASE Wage (as determined above), the RMC strongly recommends that churches allocate additional funds for the following fixed benefits:

- 1. UCC Pension (14%)**
- 2. Life Insurance and Disability (1.5%)**
- 3. Social Security / Medicare Offset (7.65%).** In recent years, churches have begun emulating the business community by offering to assist in covering these self-employment taxes.
- 4. Health Insurance --** the amount necessary to cover the pastor and their family in the UCC Health Insurance Plan, or a Plan A equivalent benefit. See www.pbucc.org for detailed premium numbers. Depending on preferences of pastor and resources of church, the Health Plan may or may not include vision, dental, and Flex Spending.

B. *PROFESSIONAL Benefits*

These are items to consider adding to the budget in order to allow your pastor to fulfill his/her covenant with the wider church, with parishioners, and with your congregation. Items in this category "cost" much less than the value they impart and should be followed by all RMC churches.

- 1. Travel Reimbursement –** Clergy should be reimbursed at the IRS recommended mileage rate.
- 2. Sabbatical Planning Fund (2)–** Churches and Pastors should work together to plan for Sabbath and Renewal every 5 years. A Sabbatical should be at least 3 months long and

should include intentional renewal work on both the part of the pastor and the congregation. During a sabbatical, a pastor's full Fixed Benefits and BASE Wage should be covered by the church. Pastors should plan to serve the church for at least one year following a sabbatical. Churches should plan for Sabbatical Interim Coverage (negotiable based on time and expectations).

3. **Registration fees for UCC meetings and events** - Participation in the wider church is one of the critical ways we uphold covenant and maintain connection. Churches need to support pastors AND lay leadership in attending these events.
4. **Study Leave** – 2 weeks per calendar year. This is NOT vacation, but instead a time for study and renewal so that the pastor can continue to refine skills and more deeply study issues of consequence facing their ministry, church, theology, or community.
5. **Wider Church Service** – Serving on Association Committees, Conference leadership teams, Camp and Retreat ministries, and military activation are all ways we uphold the wider church, maintain covenant, and develop radical connections with each other. Time spent serving the wider church does not count as “vacation” time.
6. **Education / Study** – A defined plan for continuing education (via classes, retreats, seminars, practicums, etc.) allows the pastor to grow and learn. This learning is also a gift to the local church through the preaching and teaching that results from new insights.

-- Books

-- Continuing Education

C. PERSONAL Benefits

These are items to consider articulating in your Call Agreement and annual pastoral review to allow your pastor to engage in spiritual, self, and family care. For many pastors, encouragement and support are needed in these areas.

* **Vacation** – recommended 4 weeks per calendar year. Encourage pastors to “use it or lose it” because vacation is a critical and often neglected way

***Sick Time** – recommended one day per month. Consider articulating clearly what happens to unused sick time at the end of the year.

***Family / Medical / Compassion Leave** – Consider writing into your call agreement some stipulations for how the church will handle an emergency leave situation. Maximum length of leave, salary during leave, and how the church will cover the pastor's absence are all helpful conversations to have BEFORE an emergency leave situation arises.

***Housing equity allowance** – some churches who have pastors living in a parsonage offer to contribute to a tax sheltered equity fund to offset home equity lost from living in a parsonage. Such equity loss would be from both reduction in mortgage principle and potential appreciation of the property. Churches offering this equity should consult with a local realtor or local housing professional to determine the average home price as well as the rate of housing appreciation in that community over an appropriate period

of time.

* **Parental Leave** -The Rocky Mountain Conference recommends that call agreements for Clergy include up to twelve (12) weeks of paid parental leave following the birth of the Clergy's child or the placement of a child with Clergy in connection with adoption. The purpose of paid parental leave is to enable the parent to care for and bond with a newborn or a newly adopted or child. Specific recommended language for administration of this benefit that can be referenced or included in the call agreement is provided below:

Eligibility for Parental Leave - Eligible Clergy must meet the following criteria:

- Be a full- or part-time Pastor at more than 50% (temporary employees, interns, and pastors working half-time or less are not eligible for this benefit).

Amount, Timing, Duration and Coordination of Paternity Leave

- Eligible Clergy may receive a maximum of twelve (12) weeks of paid parental leave per birth or adoption of a child/children. A multiple birth or adoption (e.g., the birth of twins or adoption of siblings) does not increase the twelve week total amount of paid parental leave granted for that event. In addition, in no case will Clergy receive more than twelve (12) weeks of paid parental leave in a rolling 12-month period, regardless of whether more than one birth, adoption or foster care placement event occurs within that 12-month time frame.
- Approved paid parental leave should be scheduled in advance in consultation with the congregation leadership at any time during the six-month period immediately following the birth or adoption of a child but may not be extended beyond this six-month time frame.
- Any paid sick time benefits associated with a pregnancy will run concurrently and not in addition to the parental leave. No double payment of sick and parental leave benefits is intended.
- Additional unpaid leave may be considered on a case by case basis but is not normally recommended by the Rocky Mountain Conference.
- The church will maintain all benefits for Clergy during the paid parental leave period just as if they were taking any other company paid leave such as paid vacation leave or paid sick leave.

***Death Benefit** – some churches include a death benefit clause in which beneficiaries of the pastor may receive from the church a lump sum or a percentage of the salary should the pastor die.

Part IV: Additional Authorized Minister Guidelines

1. *Ordained Associate Pastors:*

Because Associate Pastors roles and contexts vary so widely, averages vary widely across regions and church types. Recommendations are best made in relation to the Senior Pastors' salaries with whom Associates minister. On average in the National

UCC database, Associate Pastors with comparable experience and skills tend to receive BASE Wage compensation that is about 60-70% of what Senior Pastors receive

The RMC recommends the following wage and benefit guidelines for full time Ordained Associate Pastors:

** 65-70% of BASE Wage for the church's context (as represented in Table 1)

** Comparable Fixed, Professional, and Personal BENEFITS as are offered to the Senior Pastor (see Parts II and III, above)

When Associate Pastors are not Full-Time, both benefits and BASE wage should be reduced proportionately.

2. Commissioned Ministers:

It is outside the purview of this document to adequately address the compensation for the varied areas, training, and skill sets of Commissioned Ministers in the Rocky Mountain Conference. The RMC recommends that churches and ministers conduct research into their particular area, using clergy compensation guidelines as one aspect of said research to determine fair and comparable compensation for Commissioned Ministers.

It is further recommended that full-time Commissioned Ministers receive comparable BENEFITS to their full-time Ordained clergy counterparts.

3. Licensed Ministers:

Licensed ministers, when serving in settings with full-time ordained clergy should be compensated at 55-65% of the BASE wage for the church's context (as indicated in the table above) When licensed ministers are serving in solo pastorates, their compensation should be 70-80% of the BASE wage recommended for Ordained clergy serving in the same setting.

It is further recommended that full-time Licensed Ministers receive comparable BENEFITS to their full-time Ordained clergy counterparts.

Part V: Resource, Sources and Notes

1. Reference and Source Material

These guidelines have been gathered using the following resources:

1. The 2014-15 Compensation Handbook for Church Staff by Richard R. Hammer. Published by Christianity Today International, Carol Stream, IL, 2013.
2. The United Church of Christ Statistical Profile

3. Salary.com and other online employment websites
4. The Consumer Price Index (BLS) and National COLA recommendations.
5. Conference Guidelines from sister UCC conferences:

References on salary administration and tax guides for churches and clergy:

Federal Reporting Requirements for Churches and Tax Guide for Ministers. Published annually by The Pension Boards—United Church of Christ, Inc.

2. Endnotes, Comments, and Reference

Meeting Materials – 2018 Annual Meeting Minutes

La Foret, Black Forest CO June 7-9, 2018

2018 Annual Celebration Minutes for Approval at Annual Celebration 2019

Thursday, June 7, 2018 – Ponderosa, La Foret Conference Center

- RMC Moderator John Rostykus called the official meeting of the Rocky Mountain Conference to order at 7:15 p.m.
- Daryl Gerboth affirmed that we had a quorum with 49 of our 72 churches represented.
- Sue Artt introduced new RMC staff members to the assembly.
- Sue Artt informed the assembly that the position of Associate Conference Minister will not relocate permanently relocate to the western slope.
- John presented the Consent Agenda (attached below). Moved by James Foucher, second by Nick Redavid, Passed.
- John introduced Kay Grice as incoming moderator.
- David Bahr introduced UCC Bylaw Ratification.
- Mark Dutell introduced Clergy Compensation Guidelines.
- Evening continued with a Welcome Reception.

Friday, June 8, 2018– La Foret Conference Center

- 9:00-9:30 Worship
- 9:30-11:30 Session #2: Bruce Reyes-Chow
- Justice in the World: Prophet, Pastor, Priest, Poet
- 1:30–3:30 Session #3: Bruce Reyes-Chow, Sacred Conversation on Racism
- 4:00-5:15 Session #4: Workshops, Inglis (Justice: WISE - Amy Petre-Hill, Immigrant Welcoming Congregation, Worship: Children’s Time: Steve Monhollen, Conversational Preaching - Bruce RC)
- 5:30-7:00 Dinner/Banquet, Dining Hall
- Karaoke in Ponderosa

Saturday, June 9, 2018 – La Foret Conference Center

- Proposed 2019 Budget, Matt Huntington
- Discussion:
 - Balanced budget in 2019
 - Board (John Rostikus) moves the delegates adopt the 2019 budget, motion passes, budget adopted.
- Mark Dutell 2019 Clergy Compensation
 - Board (John Rostykus) moves the delegates adopt the 2019 Clergy Compensation Guide:

- Motion to state churches and pastors work together to plan Sabbatical every five years, motion carries.
- Motion to amend the Compensation Guidelines to allow for 12 weeks parental leave, was referred back to Board to clarify intent and language (parental/family leave language unclear).
- Motion to amend wider church service to include military activation. Motion carries.
- Board (John Rostykus) moves the delegates adopt the 2019 Clergy Compensation Guidelines as amended; passes. 2019 Clergy Compensation Guidelines adopted.
- Sue Artt - Endowment Policy Change
 - Board of Directors motion to amend as presented, motion passes.
- Sue Artt Bylaw Ratification
 - The Board moves to ratify the amendments to the UCC Constitution adopted at the 2017 General Synod.
 - Questions regarding more general language, potential consolidation of power
 - Motion to ratify all amendments to UCC Constitution, motion carries. UCC Constitution Ratified.
- Board and Committee Elections, motion to elect, second, passes.
- Closing ceremony and installation of new Board, Chapel
- Annual Meeting Closes at 12:15 pm, June 9.

2018 Consent Agenda

An Educational Moment

Roberts' Rules of Order provides for the use of a Consent Agenda for the approval of routine items (which do not need discussion or debate) with one vote, thereby eliminating the need for individual motions and votes for each item.

At the beginning of the meeting where a consent agenda is used, the moderator will ask if there are items which the body wants removed from the consent agenda so they can be discussed individually. If any member requests that an item be removed from the consent agenda, it will be placed on the general agenda to be discussed individually.

When there are no more items to be removed, the moderator reads out the remaining consent items. Then the moderator states: "If there is no objection, these items will be adopted."

After pausing for any objections, the moderator states "As there are no objections, these items are adopted." It is not necessary to ask for a show of hands.

The Rocky Mountain Conference Board of Directors proposes the following Consent Agenda for its 2018 Annual Meeting:

2018 Annual Meeting Consent Agenda

1. Standing Rules for the 2018 Annual Meeting
2. 2017 Annual Meeting Minutes
3. Grant Voice with Vote to new church starts: Community Spirit UCC, Montrose, CO and OMO House, Denver, CO
4. Grant Voice without Vote to guests Rev. Bruce Reyes-Chow and Rev. Ron Patterson
5. Appointment of Rev. Tracey Dawson as Parliamentarian
6. Appointment of Rev. Nate Miller as Time Keeper

Meeting Materials – Change to Endowment Planned Giving Policy

Offered by the Endowment Board of Trustees

A. Introduction:

1. **Names:** This document is the “Planned Giving and Endowment Fund Policy,” hereafter called the POLICY. Companion documents are: “Investment Policy,” and “Gift Acceptance Policy.” These are policies of a corporate entity and endowment fund whose name is ENDOWMENT FUND OF THE ROCKY MOUNTAIN CONFERENCE OF THE UNITED CHURCH OF CHRIST, Inc. This entity, which has applied for or has been granted an IRS 501 (c) (3) designation, is a non-profit affiliate of the Rocky Mountain Conference of the United Church of Christ.
2. **Purpose:** The purpose of this POLICY is to
 - Provide for the ongoing execution of a Rocky Mountain Conference planned giving effort (education, solicitation)
 - Provide for the management and administration of the Endowment Fund of the Rocky Mountain Conference of the United Church of Christ, hereafter called the FUND.
 - Provide for distributions from this FUND to enhance the mission and ministry of the Rocky Mountain Conference of the United Church of Christ, hereafter called RMC.
3. **Financial Stewardship:** Christian stewardship involves the faithful management of all the gifts God has given to humankind – time, talents, treasure, including accumulated assets. At the local church level, the Conference, and the national UCC, comprehensive stewardship incorporates all types of giving consisting of:
 - Annual giving from individuals and churches for support of the RMC
 - Capital giving for the one-time purpose of specifically identified capital improvement or new programs
 - Special offerings appeals for mission and service purposes
 - Memorial giving made in memory of a family member or friend upon their death
 - Planned giving through bequests in wills, trusts, charitable gift annuities, assignment of life insurance, transfers of property and current gifts

At the Conference level of the UCC, Planned Giving is essential to complement and support multiple types of giving by providing education, management processes and the establishment and management of an endowment fund.

B. The Board of Trustees

1. The TRUSTEES shall be elected and serve as described in the Bylaws.

C. TRUSTEE STANDARD OF CONDUCT

1. TRUSTEES shall act in good faith and with the care an ordinarily prudent investor in a like position would exercise under similar circumstances.²
2. No TRUSTEE shall engage in any self dealing or transactions with the FUND in which the TRUSTEE has direct or indirect financial interest and shall at all times refrain from any conduct in which the TRUSTEE's personal interests would conflict with the interest of the FUND.
3. In managing the FUND, the TRUSTEES shall:
 - a. Incur only costs that are appropriate and proportional to the assets, the purpose of the POLICY, and the skills available to the TRUSTEES.³
 - b. Make a reasonable effort to verify facts relevant to the management and investment of the FUND.⁴
 - c. Diversify the investments.⁵
4. Within a reasonable time after receiving property, the TRUSTEES shall make and carry out decisions concerning the retention or disposition of the property.⁶
5. A person who has special skills or expertise, or is selected in reliance upon the person's representation that the person has special skills or expertise, has a duty to use those skills or that expertise in managing and investing institutional funds.⁷

D. The FUND

1. Unless the UPMIFA conflicts with Colorado Statutes § 15-1-1101 through § 15-1-1109 which is known as the "Uniform Management of Institutional Funds Act" the trustees shall adhere to the UPMIFA.
2. All assets are to be held in the name of "The Endowment Fund of the Rocky Mountain Conference of the United Church of Christ".
3. The Board of Trustees shall render a full and complete third-party audited account of the FUND for the preceding fiscal year, ten copies of which shall be available for examination at each Annual Meeting of the Conference. (Also stated in the Bylaws)
4. The FUND assets are comprised of three parts:
 - Office furniture, supplies and a checking account.
 - Donated assets in the process of being liquidated.
 - A portfolio of investments, hereafter called the INVESTMENT PORTFOLIO.

² See UPMIFA § 3 (b). Also see Comments in **Purpose and Scope of Revisions** page 13 for discussion of prudence standard for investment decision making.

³ UPMIFA Section 3 (c) (1)

⁴ UPMIFA Section 3 (c) (2)

⁵ UPMIFA Section 3 (e) (4) p. 13

⁶ UPMIFA Section 3 (e) (5) p. 13

⁷ UPMIFA Section 3 (e) (6) p 13. The intent is that a person managing or investing institutional funds must use the person's own judgment and experience, including any particular skills or expertise, in carrying out the management or investment duties. For example, if a charity names a person as a director in part because the person is a lawyer, the lawyer's background may allow the lawyer to recognize legal issues in connection with funds held by the charity. The lawyer should identify the issues for the board, but the lawyer is not expected to provide legal advice. A lawyer is not expected to be able to recognize every legal issue, particularly issues outside the lawyer's area of expertise, simply because the board member is lawyer. (p 18)

5. The TRUSTEES will work with the Conference Treasurer to transfer assets to accomplish the purposes of the FUND. If possible, these transfers will be by electronic means.
6. The TRUSTEES shall select investment management firm(s) to manage the INVESTMENT PORTFOLIO. In doing so, the TRUSTEES shall make a reasonable effort to verify facts relevant to the management and investment of the INVESTMENT PORTFOLIO.⁸ For the first year the investment management firm shall be the United Church Foundation.
7. **The Operating Reserve Fund is defined as the designated fund set aside by action of the TRUSTEES. The minimum amount to be designated as operating reserve will be established in an amount sufficient to maintain ongoing operations and programs for a set period of time, measured in months. The operating reserve serves a dynamic role and will be reviewed and adjusted in response to internal and external changes.** The TRUSTEES, at the expense of ~~the~~ FUND, shall provide for such expenses as professional counseling on investments, legal matters, travel expenses, accounting, staffing the endowment, solicitation of donations, and trustee education as it deems to be in the best interest of the FUND.
 - a. ~~Initially it~~ It is expected that these expenses shall not average more than 50 basis points per year of the 12 quarter average FUND balance **and shall be based on expected expenses for the coming year.**
 - b. **Additional, unexpected, expenses shall be funded by additional basis points from the INVESTMENT PORTFOLIO as determined by the TRUSTEES, or from a grant or gift designated for this purpose, or from the particular gift, fund or funds within the INVESTMENT PORTFOLIO which has caused the unexpected expense.**
 - c. The TRUSTEES shall maintain a separate bank account for these expenses. ~~The account shall initially be funded by either 75 basis points from the INVESTMENT PORTFOLIO or from a grant or gift designated for this purpose. If it is funded by the INVESTMENT PORTFOLIO, this shall be repaid to the INVESTMENT PORTFOLIO over a six year period.~~
 - d. **Payment of expenses from this account shall be reported to the TRUSTEES as part of the Treasurer's report at each regular meeting of the TRUSTEES.**

E. The INVESTMENT PORTFOLIO

1. The INVESTMENT PORTFOLIO shall be governed by an Investment Policy of the Endowment Fund of the RMC, hereafter called the INVESTMENT POLICY. The INVESTMENT POLICY shall be established by the TRUSTEES and may be changed only by the affirmative vote of five (5) TRUSTEES at a meeting called specifically for this purpose, and with advance notice to the RMC Board of Directors, hereafter called the RMC BOD.
2. The INVESTMENT POLICY shall conform to the UCF policy for "socially responsible investments".
3. The TRUSTEES shall ensure that investment of the INVESTMENT PORTFOLIO follows the INVESTMENT POLICY.
4. Except as otherwise provided by a gift instrument, the following rules apply:
 - a. In managing and investing the INVESTMENT PORTFOLIO, the following factors, if relevant, must be considered:⁹
 - (i) general economic conditions;
 - (ii) the possible effect of inflation or deflation;

⁸ UPMIFA Section 3. (c) (2) page 11

⁹8 UPMIFA Section 3 (e) (1) page 12

- (iii) the expected tax consequences, if any, of investment decisions or strategies;
 - (iv) the role that each investment or course of action plays within the overall INVESTMENT PORTFOLIO;
 - (v) the expected total return from income and the appreciation of the INVESTMENT PORTFOLIO;
 - (vi) other resources of the FUND and the RMC UCC;
 - (vii) the needs of the RMC UCC and the FUND to make distributions and to preserve capital; and
 - (viii) an asset's special relationship or special value, if any, to the charitable purposes of the institution.
- b. Management and investment decisions about an individual asset must be made not in isolation but rather in the context of the FUND as a whole and as a part of an overall investment strategy having risk and return objectives reasonably suited to the FUND and to the RMC.¹⁰
5. The TRUSTEES, in managing and investing the INVESTMENT PORTFOLIO, shall consider the charitable purpose of the RMC and the purposes of the FUND.¹¹
6. INVESTMENT PORTFOLIO assets will be limited to mutual or common investment funds, US Treasury Bonds, and the Cornerstone Fund of the UCC. Gifts received that do not comply with this limitation shall be liquidated as soon as is reasonably possible and the proceeds invested in compliance with the INVESTMENT POLICY. Until such time as the proceeds are invested in compliance with the INVESTMENT POLICY, the value of the donated assets will be exempted from the value of the FUND for the purpose of determining compliance with the INVESTMENT POLICY and calculating distributions from the FUND.
7. The investments in the INVESTMENT PORTFOLIO shall be diversified¹² into at least three asset classes with at least 20% of the total INVESTMENT PORTFOLIO in each class.

F. Acquisition of funds and education of the Conference and Associations

1. The TRUSTEES shall, in collaboration with the all entities within the UCC and the RMC dealing primarily with Stewardship, educate members of the Conference and Associations and Congregations about the spiritual basis, opportunity and purpose for planned giving. The TRUSTEES shall facilitate planned gifts to the FUND through all manner of events, discussions, forums, classes, articles, printed material, video programs, social events and other means.
2. The TRUSTEES shall from time to time make direct appeals to members and friends of The RMC for contributions and planned gifts. Individual TRUSTEES are encouraged to make personal gift commitments to the FUND.
3. The TRUSTEES must give primary consideration to donor intent expressed in a gift instrument.¹³
4. Restricted gifts must clearly state the restrictions at the time of donation.¹⁴

¹⁰ UPMIFA Section (3) (e) (3) page 12. See Comments page 17. “**Subsection (e)(2). Portfolio Approach.** This subsection reflects the use of modern portfolio theory in investment practice.”

¹¹ UPMIFA Section (3) (a) page 11.

¹² UPMIFA Section 3 (e) (4) page 13

¹³ UPMIFA page 2.

¹⁴ UPMIFA Section 4. (b) Page 20.

5. The acceptance of gifts into the FUND shall be governed by the Gift Acceptance Policy of the Endowment Fund of the RMC, hereafter called the GIFT ACCEPTANCE POLICY. The GIFT ACCEPTANCE POLICY shall be established by the TRUSTEES and may be changed only by the affirmative vote of five (5) TRUSTEES at a meeting called specifically for this purpose, and with advance notice to the RMC BOD.

G. Distribution and Spending Policies

1. Distributions for the initial five accounts shall be an annual amount equal to a percentage from three (3) to five (5) ¹⁵, as determined by the TRUSTEES, multiplied by the net fair market value of the account balance within the INVESTMENT PORTFOLIO assets averaged over the lesser of (1) the twelve preceding quarters or (2) the period during which the account balance within the INVESTMENT PORTFOLIO has been in existence.¹⁶
2. Distributions for designated accounts added for the benefit of churches or other related non-profit organizations, shall be an annual amount equal to a percentage from three (3) to five (5), as determined either at the outset or annually by that church or organization, multiplied by the net fair market value of the account balance within the INVESTMENT PORTFOLIO averaged over the lesser of (1) the twelve preceding quarters or (2) the period during which the account balance within the INVESTMENT PORTFOLIO has been in existence. Unless otherwise specified, distributions will be determined by the Board of Trustees.
3. The TRUSTEES may vary the distribution percentage range from time to time, but only if the variance is approved by at least 5 of the TRUSTEES at a meeting specifically called for that purpose, with advance notice to the RMC BOD. Any such variance shall apply for one year, after which the standard percentages shall apply unless and until another variance is approved.
4. The appropriation for expenditure in any year of an amount greater than seven percent of the fair market value of the INVESTMENT PORTFOLIO creates a rebuttable presumption of imprudence.
¹⁷
5. The distribution shall be calculated annually and thereafter may be made quarterly.
6. No action by the TRUSTEES shall be taken that would violate any provision of the Colorado Uniform Management of Institutional Funds Act, C.R.S. 15-1-1101 et seq, except as modified by any other term or provision of the FUND policy. The TRUSTEES shall comply with the Colorado Uniform Prudent Investor Act, C.R.S. 15-1-1401 et seq.

H. Accounts that comprise the Endowment Fund

1. Restricted funds shall be applied to the appropriate account as determined by the TRUSTEES. Restricted funds that do not conform to one of the account definitions may be refused or additional accounts may be created by the TRUSTEES.
2. Unrestricted gifts shall be put into Account 1 for the Mission and Ministry of the RMC.
3. When the TRUSTEES have determined the annual amount of the distribution they will notify the RMC BOD.

¹⁵ The UPMIFA Drafting Committee “suggests that few funds can sustain spending at a rate above five percent . . . Spending above this rate will jeopardize the long-term nature of the endowment fund.” Comment on page 27.

¹⁶ UPMIFA see comments on Application of Presumption on page 26.

¹⁷ UPMIFA Section 4. (d) page 19. This is an optional part of the UPMIFA. See UPMIFA page 25 for comments.

4. The distributions for each account shall be proportional to the balance of that account within the INVESTMENT PORTFOLIO.
5. The TRUSTEES shall monitor the spending of distributions from the FUND for compliance with donor intent and compliance with the account purposes and shall require a report from the RMC BOD on the use of the funds explaining how the expenditure of distributions conform to the purposes of the accounts.
6. The following accounts shall be tracked separately within the FUND. **RMC Accounts are accounts for which the TRUSTEES are responsible while Local Church Accounts refer to accounts established on behalf of local churches and managed by the TRUSTEES.**

Account 1. Mission and Ministry of the RMC (RMC Account)

To provide for the mission and ministry of the RMC of the UCC. It is the responsibility and privilege of members of the RMC to support basic mission and ministry of the RMC. The endowment distribution is intended to extend and enhance this mission. It is anticipated that the primary support of the budget of the RMC will come from the churches and ministries that benefit from the work of the RMC, not from the distribution from the FUND.

Account 2. Children, Youth and Young Adult Ministries (RMC Account)

Grants and scholarships to enhance the work of the UCC in the world, USA and RMC in such areas as Christian education, leadership, stewardship, camping, scholarships, educational ministries and seminary support specifically for children, youth and young adults that enable them to grow in their understanding of the Christian faith.

Account 3. Church Revitalization and New Church Starts (RMC Account)

Leadership grants for new UCC congregations being initiated in the Rocky Mountain Conference, and programs, services and facilities through which member congregations of the Rocky Mountain Conference of the UCC may extend and accelerate their growth.

Account 4. ARCHWAY Housing and Services, Inc. (RMC Account)

To provide for support of Archway Housing and Services, Inc. Distributions from this account shall be passed to the ARCHWAY Housing and Services Inc. Board of Directors.

Account 5. La Foret Conference and Retreat Center, Inc. (RMC Account)

To provide for the support of the La Foret Conference and Retreat Center, Inc. Distributions from this account shall be passed to the La Foret Board of Directors.

Account 6. St. Paul's United Church of Christ Springbrook Endowment (Local Church Account)

Account established in an agreement between St. Paul's United Church of Christ, Laramie, WY and the FUND, dated October 21, 2012.

Account 7. Gunnison Congregational United Church of Christ Endowment (Local Church Account)

Account established in an agreement between Gunnison Congregational UCC and the FUND, dated January 27, 2013.

Account 8. Community United Church of Christ Boulder Endowment Account (Local Church Account)

Account established in an agreement between Community UCC and the FUND, dated November 20, 2014.

Account 9. The Rocky Mountain Conference Iliff Scholarship Fund (RMC Account)

To fund an annual scholarship for a UCC student enrolled in a Masters-level degree program at Iliff, and committed to a vocation of social change through church action. Distributions from this account shall be passed to the RMC for re-distribution as the scholarship directs.

Account 10. Christ Congregational Church Fort Morgan Endowment Account (Local Church Account)

Account established in an agreement between Christ Congregational Church UCC of Fort Morgan and the FUND, dated October 28, 2018.

7. Other Accounts - From time to time, in compliance with its Gift Acceptance Policy and this POLICY, and according to terms of agreements between The Endowment Fund of the Rocky Mountain Conference of the United Church of Christ and donors, additional Accounts may be established by the TRUSTEES. An addendum to this Fund POLICY listing all Accounts shall be attached no less often than once per calendar year to this POLICY and to official corporate records.

I. Action in Event that a Beneficiary of Accounts 1 – 5, and 9 Cease to Exist

In the cases of Accounts 1, 2, and 3, in the event of the dissolution or merger of the Rocky Mountain Conference of the United Church of Christ annual distributions shall be made to its successor entity and used for purposes most closely resembling the original intent of this POLICY.

In the case of Account 4, which is entitled Archway Housing and Services, Inc., should it cease to exist, and/or sell its assets to a for-profit corporation or governmental agency, Fund Trustees shall select for annual distribution another Colorado, Utah, or Wyoming 501(c)(3) non-profit corporation that provides housing and family services to low income families.

Should the above described corporation merge with another Colorado 501(c)(3), TRUSTEES shall make annual distributions to the new entity, provided that the new entity continues to make annual use of funds reports to the FUND.

In the case of Account 5, La Foret Conference and Retreat Center, Inc., as long as the facility under any ownership continues to serve churches, children and youth of the United Church of Christ or its successor, Fund Trustees shall make annual distributions to the entity operating La Foret Conference and Retreat Center, Inc. Should the property be sold and UCC constituent needs are no longer being met, TRUSTEES shall combine Accounts 2 and 5 to continue as Children, Youth and Young Adult Ministries.

If Account 9, "The Rocky Mountain Conference Iliff Scholarship Fund," should cease to exist, this distribution shall then be made to other similarly designated fund established by the FUND, or if none, this distribution shall be made as an endowment for the general charitable purposes of the RMC.

J. Amendment of the POLICY

Any amendment to this POLICY shall be proposed by the RMC BOD or the TRUSTEES and adopted by the eligible voters at a specially called or Annual Meeting of the RMC.

APPENDIX 1: Definitions in this policy

1. **Endowment fund** is an institutional fund or a part of an institutional fund that is not wholly expendable by the institution on a current basis. A restriction that makes a fund an endowment fund arises from the terms of a gift instrument.
2. **FUND** is the nonprofit corporation formed to invest and manage the endowment of the RMC UCC.
3. **Gift Instrument** refers to the records that establish the terms of a gift and may consist of more than one document. The definition clarifies that the only legally binding restrictions on a gift are the terms set forth in writing.
4. **Institutional Fund** means any fund held by an institution for charitable purposes, whether the fund is expendable currently or subject to restrictions.
5. **Portfolio approach** reflects the use of modern portfolio theory in investment practice.
6. **Shall** is an instruction or command, **will** expresses a desire or request.
7. **RMC Account** relates to accounts for which TRUSTEES are responsible.
8. **Local Church Account** refers to accounts established on behalf of local churches and managed by the TRUSTEES.

APPENDIX 2: Abbreviations in this policy

BOD - Board of Directors

BOT - Board of Trustees

Distributions - Payments from the FUND made to the RMC from the FUND

FUND - The Endowment Fund of the Rocky Mountain Conference of the United Church of Christ

INVESTMENT POLICY - The investment policy of the RMC BOD

POLICY - Planned Giving and Endowment Fund Policy of the Rocky Mountain Conference of the United Church of Christ

RMC - Rocky Mountain Conference

RMC BOD - Rocky Mountain Conference Board of Directors

TRUSTEES - The Planned Giving and Endowment Fund Board of Trustees

UCC - United Church of Christ

UCF - United Church Foundation

REVISION HISTORY:

Date approved by Trustees *	Effective date by approval of the RMC	Summary of change	Edits by (initials)
5/1/2012	5/1/2012	Document Approved by RMC	
5/1/2017	6/9/2017	<p>TRUSTEES Approved the following changes to the document to incorporate four new accounts added to the FUND.</p> <ul style="list-style-type: none"> Modified Article H to list four additional accounts added to the FUND: St. Paul's United Church of Christ Springbrook Endowment; Gunnison Congregational United Church of Christ Endowment; Community United Church of Christ Boulder Endowment Account; and the Rocky Mountain Conference Iliff Scholarship Fund. Modified Article I to state that should the Iliff Scholarship fund cease to exist, this fund will go to any other RMC scholarship fund or to the FUND for the RMC's general use. 	APH, CP, SA

		<ul style="list-style-type: none"> Defined what an RMC Account and Local Church account are in the body of Article H and Appendix 2. 	
4/23/2018	6/9/2018	TRUSTEES Approved the removal of Article G, Section 4, eliminating the requirement that distributions to account holders be done through the RMC. TRUSTEES now make distributions directly to FUND account holders with the knowledge of the Conference.	APH
<u>4/22/2019</u>		TRUSTEES Approved the following changes: <ul style="list-style-type: none"> Remove paragraph D.5 specifying coordination with RMC Treasurer when distributing funds. Added clarification and terminology of "Operating Reserve Fund" as required by new AICPA guidelines. Added new Christ Congregational UCC, Fort Morgan account 	<u>FJB</u>

* This date to be used in the footer of the document and file name

Meeting Materials – RMC UCC ByLaws for Amendment

Summary of Proposed Changes

1. **Treasurer:** Eliminate position of Finance Chair. Treasurer will chair the Finance Committee. (*Bylaws VI, 6.1*)
2. **Personnel Committee Chair:** Remove provision that the Personnel Committee recommend a chair from its constituency. Position will continue to be elected at annual meeting. (*Bylaws VI, 6.1*) Changed term of chair of Personnel Committee to a 2-year term with 1 renewal. Was previously a 1-year term with 1 renewal. (*Bylaws VIII, 8.7*)
3. **Additional Board positions:** Clarify that additional Board positions may be added, elected at annual meeting, with portfolios specified by the Board. 2-year terms with one renewal (*Bylaws VI, 6.1 and VIII, 8.9*)
4. **Evaluations of Conference Minister and Staff:** Change evaluation of Conference Minister from annual to every 2 years (bi-annual) and change role of Personnel Committee to assure evaluation of other staff rather than conducting reviews. (*Bylaws, VII, 7.3.a.2*)
5. **Nominating Committee:** Update and clarify the process and timeline by which the Nominating Committee communicates openings to the conference prior to the annual meeting. Clarify the role of the Nominating Committee to assist the Board in filling positions between annual meetings. (*Bylaws, VIII, 8.1.d&e*)
6. **Update titles and terminology:** “Assistant Moderator” to “Vice Moderator” and “chairperson” to “chair” to confirm with practice. (throughout Constitution and Bylaws) Change “Executive Council” to “National Office” as the Executive Council is no longer an entity. (*Bylaws, VI, 6.3.c*)

Rocky Mountain Conference United Church of Christ

CONSTITUTION

PREAMBLE

The Rocky Mountain Conference of the United Church of Christ acknowledges as its sole Head, Jesus Christ, Lord of the Church and Lord of Life. It acknowledges as kindred in Christ all who share this confession. It looks to the Word of God in the Scriptures, and to the presence and power of the Holy Spirit, to prosper its creative and redemptive work in the world. It claims as its own the faith of the historic Church expressed in the ancient creeds and reclaimed in the basic insights of the Protestant Reformers. It affirms the responsibility of the Church in each generation to make this faith its own in reality of worship, in honesty of thought and expression, and in purity of heart before God.

ARTICLE I NAME

The name of this corporation shall be THE ROCKY MOUNTAIN CONFERENCE OF THE UNITED CHURCH OF CHRIST. It shall so be incorporated under the laws of the State of Colorado as a corporation not for profit.

ARTICLE II PURPOSES

The purposes of the Conference shall be:

- A. To continue without break the ecclesiastical and legal identity of THE COLORADO CONGREGATIONAL CONFERENCE, THE ROCKY MOUNTAIN SYNOD OF THE EVANGELICAL AND REFORMED CHURCH, THE COLORADO CONFERENCE OF GERMAN CONGREGATIONAL CHURCHES, THE COLORADO CONFERENCE UNITED CHURCH OF CHRIST and THE INTERMOUNTAIN CONFERENCE OF THE UNITED CHURCH OF CHRIST, and to conduct their work and to have all their powers, duties and obligations.
- B. To be a Conference of the United Church of Christ composed of each of the local churches which were a part of THE COLORADO CONGREGATIONAL CONFERENCE, the ROCKY MOUNTAIN SYNOD OF THE EVANGELICAL AND REFORMED CHURCH, the COLORADO CONFERENCE OF GERMAN CONGREGATIONAL CHURCHES, and which were upon merger a member of THE COLORADO CONFERENCE UNITED CHURCH OF CHRIST and THE INTERMOUNTAIN CONFERENCE OF THE UNITED CHURCH OF CHRIST, and of all ministers who composed such Conferences or Synod and of all local churches and ministers that are hereafter received into and granted standing by any Associations of the United Church of Christ within the boundaries of this Conference.
- C. To promote the life and strength of the churches, the Associations within its boundaries, and to relate the churches and Associations to the total life and work of the United Church of Christ. It shall seek to promote and interpret the work of the General Synod in the Conference through its Associations, churches and committees by all reasonable means consistent with the spirit of Christ. It shall seek to develop the spiritual life, Christian education, stewardship, Christian social concern, and support of Our Church's Wider Mission in the churches and shall be responsible for the relationship of the Conference to ecumenical bodies within the boundaries of the Conference. It shall undertake to assist churches having special needs, establish new churches, and promote the general welfare of churches and ministers through the ministries of its committees, ministry teams, and staff.
- D. To acquire by purchase, gift, devise, bequest or otherwise and to own, hold, invest, reinvest or dispose of property both real and personal for such religious, educational, philanthropic and other related work as the Conference may undertake and to purchase, own, receive, hold, manage, care for and transfer, rent, lease, mortgage or otherwise encumber, sell, assign, transfer and convey such property for the general purposes of the Conference; to

receive and hold in trust both real and personal property for churches, boards, institutions and instrumentalities of the United Church of Christ or which are affiliated with the United Church of Christ and to invest or reinvest the same; and to make any contracts for promoting the objects and purposes of the Conference which are not inconsistent with the laws of the State of Colorado.

- E. To provide leadership to the local churches, associations, and organizations as we seek to share in faith and minister in the world,
- F. To nurture and strengthen the clergy, lay leadership and local churches of the Conference.
- G. To help identify, develop, and use resources that equip disciples for ministry,
- H. To strengthen the covenant among local churches, the Conference and the wider church, both denominationally and ecumenically.
- I. To exercise the functions of an Association of the United Church of Christ when they are delegated to it by such an Association or where no such Association exists.
- J. In general, have the authority to exercise any, all and every power for which a nonprofit corporation organized under the laws of the State of Colorado applicable to the Conference can be authorized to exercise, but no other power. No part of the assets of this corporation or income derived there from shall be given to or inure to the benefit of any person, corporation or organization if the gift or inurement would cause the Conference to cease to be tax exempt under the Internal Revenue Code of the United States of America. In the event of dissolution of this corporation, its property shall be distributed in accordance with the provisions of its Articles of Incorporation.

ARTICLE III MEMBERSHIP

The Rocky Mountain Conference of the United Church of Christ is composed of local churches which have membership in the Associations within the Conference boundaries, and of ministers who hold standing in such Associations or in the Conference itself. Voting membership shall be all ministers holding such ministerial standing and lay delegates selected by those local churches, as specified in the by-laws.

ARTICLE IV AFFILIATIONS

The Rocky Mountain Conference of the United Church of Christ shall have that relation to the General Synod of the United Church of Christ as is described in those portions of the Constitution and By-Laws of the United Church of Christ adopted July 4, 1961, and as revised, and which relate to Conferences of the United Church of Christ.

ARTICLE V ORGANIZATION

- A. Meetings. The administration of the Rocky Mountain Conference of the United Church of Christ shall be the responsibility of its members. It shall hold an annual meeting and such other special meetings as defined in the Bylaws.
- B. Officers. The officers of this Conference shall be a Moderator, ~~Assistant Vice~~ Moderator, Conference Minister who shall be Secretary of the Conference, and Treasurer, with such other officers as the Conference or the Board of Directors may, from time to time, determine, all of whom shall be members of local churches composing this Conference. The powers and duties of the officers of this Conference shall be set forth in its Bylaws provided, however, that the Conference Minister shall be the chief executive and administrative officer and spiritual leader of the Conference.
- C. Board of Directors. There shall be a Board of Directors who shall administer the affairs of the Conference between its meetings and shall be the trustees of all Conference properties. Members of the Board of Directors shall be appointed or elected as provided in the Bylaws.
- D. Meetings of the Conference shall be conducted under Roberts Rules of Order as amended except as provided otherwise in the Bylaws.
- E. Associations. An Association is that body within the Rocky Mountain Conference of the United Church of Christ which is composed of Local Churches in a geographical area, all Ordained Ministers holding standing or ordained ministerial partner standing therein, all Commissioned Ministers of that Association, and those Licensed Ministers who have been granted voting membership in that Association.

An Association is that body which determines, confers, and certifies to the standing of the Local Churches of the United Church of Christ within its area.

An Association is that body which grants, certifies to, transfers and terminates ministerial standing or ministerial partner standing in the United Church of Christ.

An Association may retain or secure its own charter, and adopt its own constitution, bylaws and other rules, which it deems essential to its own welfare and not inconsistent with this Constitution and the Bylaws of the Rocky Mountain Conference of the United Church of Christ.

Each Association may have one representative of the Association serving as a member of the Conference Board of Directors. Association Representatives will be nominated by the respective Associations and elected by a majority vote at a Conference Annual Meeting. Should resignation or termination occur, the vacancy shall be filled in accordance with bylaw provision 6.3 (g).

- F. Work of the Conference. The work of the Conference shall be done through the Board of Directors, committees, ministry teams, and staff as provided for in the Bylaws.
- G. Indemnification of Officials and Agents.
 - (1) The Conference shall indemnify any Board of Directors member,

Committee member, Ministry Team member, officer, employee or agent, either current or former, against any and all liability or expenses incurred in connection with any proceeding arising out of their role on behalf of the Conference to the fullest extent permitted by law. Expenses are intended to be broadly interpreted to include attorney's fees, costs and any other reasonable and necessarily incurred expenses.

- (2) The Conference shall maintain liability insurance for the benefit of any corporate official, agent, or employee against any liability asserted against or incurred by a corporate official, agent, or employee.
- (3) It is the intention of this section to provide the maximum protection available under Colorado law. This coverage shall extend to any and all acts or omissions other than willful misconduct. The Conference may advance expenses or undertake the defense of any individual covered in this section provided, however, that the individual shall reimburse the Conference for these expenses if it should ultimately be determined that the individual is not entitled to indemnification based on willful misconduct.

ARTICLE VI DURATION

The duration and term the Conference is to continue is perpetual.

ARTICLE VII CORPORATE SEAL

The Conference shall have a corporate seal as described in the By-Laws.

ARTICLE VIII AMENDMENTS

The Constitution of this Conference may be amended at a duly called meeting by a two-thirds vote of those present and voting, provided that such amendment shall have been:

- A. Presented to the Conference at the last previous regularly called meeting of the Conference, signed by not less than ten (10) of the local churches composing the Conference, or
- B. Recommended to the Conference by the Board of Directors and a copy thereof sent to each church and minister of which the Conference is comprised not less than thirty (30) days prior to the meeting at which action on the proposed amendment is to be taken.

ARTICLE IX INTERPRETATION

Except as specifically provided to the contrary in the Articles of Incorporation, this

Constitution or any agreement between a local church and the Conference, nothing in the Constitution or Bylaws of the Conference shall destroy or limit the right of each local church to continue to operate in the way customary to it; nor be construed as giving to the Conference now or at any future time the power to abridge or impair the autonomy of any local church in the management of its own affairs.

ARTICLE X AMENDMENTS TO BYLAWS

The Bylaws of the Conference may be amended as follows: Amendments of the Bylaws may be proposed by the Board of Directors, by an Association, or by five local churches; notice of the proposed amendments, including the full text of the amendments, must be given thirty (30) days prior to any duly called annual or special meeting at which action on the proposed amendment is to be taken. An affirmative vote of two-thirds of the delegates present and voting at the meeting shall be necessary to adopt an amendment of the Bylaws.

(Adopted June 6, 1962. Amendments: May 25, 1973, May 9, 1974 and June 11, 2005)

BYLAWS

PREAMBLE

These Bylaws, consistent with the Constitution of the Rocky Mountain Conference of the United Church of Christ and with the Constitution of the United Church of Christ, further define and regulate the Rocky Mountain Conference and those agencies established by or responsible to it and describe the free and voluntary relationships which the local churches, associations, and ministers sustain with the Rocky Mountain Conference and with each other.

ARTICLE I STATEMENT OF PURPOSE

- 1.1 The purposes of the Rocky Mountain Conference of the United Church of Christ (hereafter, "Conference") are the purposes stated in the Constitution of the Conference.

ARTICLE II MEMBERSHIP

- 2.1 The following shall be deemed to be churches and ministers with membership in the Conference:
 - a) Churches and ministers with standing which were members of the predecessor bodies of this Colorado Conference of the United Church of Christ: the Rocky Mountain Synod of the Evangelical and Reformed Church; the Colorado Conference of the German Congregational Churches; the Colorado Congregational Conference.
 - b) Churches and ministers with standing which were members of one of the associations

of the Intermountain Conference of the United Church of Christ as of July 1, 1974.

- c) All other churches and ministers with standing in the States of Colorado, Wyoming, and Utah who are admitted to membership into an association of the United Church of Christ within this Conference.
- 2.2 When any church connected with the Conference, or with one of the Associations recognized by the Conference, or which has at any time been a member of the Conference and not released from its jurisdiction, has ceased to hold regular church services or church school, for a period of two years, upon the recommendation of the Association of which it is a member, the Board of Directors of the Conference shall declare it to be an extinct church. If a church has been declared to be an extinct church, then any unpaid investments, subsidies, grants or loans which may have been made to such a church by the Conference or its predecessors and/or any agent of and/or group within the United Church of Christ or its predecessors, shall come immediately under the control and jurisdiction of the Conference for the purpose of safeguarding the interest of the extinct church's ministry and the Conference. No extinct church or any organization or society related to it shall dispose of any property of the church, real or personal, without the consent and approval of the Conference, and the title to such property, real or personal, shall revert to the Conference. A church, which is a member of the Conference or an Association recognized by the Conference, shall be deemed to have agreed by becoming a member to the provisions of this Article II, Section 2.2.
- 2.3 The Conference shall cooperate with associations of the United Church of Christ within its boundaries and, in accordance with the Conference Constitution; the Conference itself may act as an association.

ARTICLE III MEETINGS

- 3.1 Meetings. The Rocky Mountain Conference of the United Church of Christ shall hold an annual meeting and such other special meetings as it may determine. Special meetings shall be called by the Moderator upon the request by either the Board of Directors of the Conference, or the Executive Committee of that Board, or by one Association, or by ten (10) churches of the Conference. Written notice shall be given to the churches thirty (30) days prior to any annual or special meeting. Notice of an annual or special meeting shall include a description of any matter required to be included by law, the Constitution, or these Bylaws. The purpose of each special meeting shall be included in the notice. A quorum for any duly called meeting shall consist of official representatives from one third of the member churches of the Conference. Proxies may not be used at any annual or special meeting of the Conference.

At each Annual Meeting the sacrament of the Lord's Supper shall be celebrated.

- 3.2 Fiscal Year. The fiscal year of the Conference shall be the calendar year.

ARTICLE IV VOTING MEMBERSHIP

- 4.1 Every local church with standing in an association of the Conference shall be entitled to voting representatives in the Conference by two lay delegates, plus one additional lay delegate for each 200 members, or major fraction thereof above 200 members, provided that no church may thus be represented by more than seven lay delegates, of which one can be a youth (age 15-20 years.) The last annual Year Book statistics will be the basis for computing the number of delegates. Delegates shall be elected or appointed by each church and, unless otherwise ordered

by the church, shall serve for a term of one year or until their successors have been elected, except that a delegate's term of office shall terminate upon removal from membership in the local church. Each church may appoint or elect alternates which shall be designated by the church as voting delegates in the event any one or more of regular delegates cannot be in attendance at the annual or special meetings. The recommendation is that no delegate be self-succeeding for more than three successive years and that, so far as possible, delegates should be representative of the church and reflective of the diversity of people within the congregation.

- 4.2 All persons holding ordained ministerial standing in an association of the Conference, and commissioned ministers, and licensed ministers who have been authorized for ministry by an association of the Conference shall be voting members at the annual or special meetings of the Conference.
- 4.3 The members of the Board of Directors shall be voting members of the Conference during their terms of office.

ARTICLE V VISITORS

- 5.1 At all meetings of the Conference, visitors who are members of a Rocky Mountain Conference Church shall have the privilege of voice but not vote. There is no limit to the number of visitors who may attend.
- 5.2 Ordained ministers holding standing in other denominations while serving as ministers or interim ministers in local churches in associations of the Conference may have the privilege of voice but not vote at meetings of the Conference.

ARTICLE VI THE BOARD OF DIRECTORS

- 6.1 The Board of Directors shall be composed of the Moderator who shall also be chair of the Board of Directors, ~~an Assistant Vice~~ Moderator, and a Treasurer, who shall also serve as the chair of the Finance Committee, all of whom shall be duly elected by the Conference membership at the annual meeting; the Conference Minister who shall be Executive Secretary of the Conference; the chair ~~persons~~ of the ~~Finance and~~ Personnel committee, who shall be duly elected by the Conference membership at the annual meeting; and one representative from each of the associations as nominated by the association and elected by the Conference membership at the annual meeting. Additional positions may be added to the Board as needed to conduct the business of the Conference. Such positions shall be duly elected by the Conference membership at the annual meeting. The number of directors may be increased or decreased by a resolution adopted by the Board of Directors or the voting members. The total membership of the Board of Directors may not be less than 10 or more than 15.
 - (a) If a board member misses two consecutive meetings without reason or acts improperly or illegally, the ~~Assistant Vice~~ Moderator shall contact the person and may request a resignation. In the absence of a resignation, the board may vote to terminate the membership. Should resignation or termination occur, the vacancy shall be filled in accordance with bylaw provision 6.3 (g).
- 6.2 Meetings. The Board of Directors shall meet at least six (6) times a year and on call of the Conference Minister, the Moderator, or three of its members. Notice by any means shall be given at least forty-eight (48) hours in advance. A majority of the directors shall constitute a quorum for the transaction of business. Meetings may be conducted by teleconference, or other

means as are allowed under Colorado statutes.

- 6.3 Duties. The Board of Directors shall use all reasonable means within its power to maintain the objectives and purpose of the Conference and the United Church of Christ. It shall ascertain by frequent review of services and accounts whether contributions are administered faithfully and responsibly. The Board of Directors shall be the executive arm of the Conference, providing correlation and direction for the Conference staff, committees and other groups authorized by the Board of Directors to strengthen the witness and mission of the United Church of Christ.
- a) The Directors shall correlate and oversee the work of the Conference committees and ministry teams established pursuant to Article VII. The committees and ministry teams shall be accountable to the Board of Directors.
 - b) The Board of Directors shall have the responsibility of regularly evaluating the work of the Conference Minister in cooperation with the Personnel Committee, and generally directing the work of the Conference Minister, and, through him or her, the Conference staff.
 - c) The Board of Directors, through direction to the Conference Minister, shall consult on a regular basis with the ~~Executive Council~~ National Office of the United Church of Christ, acting on behalf of the General Synod, to reach mutual agreement upon the percentage, or dollar amount, of the undesignated gifts for Our Church's Wider Mission to be retained for the support of the Conference.
 - d) The Board of Directors shall be responsible and accountable for the fiscal management of the Conference, including all properties.
 - e) The Board of Directors shall submit an annual budget for the succeeding fiscal year or biennium to the Annual Meeting of the Conference for approval.
 - f) The Board of Directors shall have the power to make minor adjustments in the budget as may be needed for the current fiscal year.
 - g) The Board of Directors shall have the power to fill vacancies on the Board, committees, and ministry teams by appointment until the next Annual Meeting.
 - h) In case of a vacancy in the office of Conference Minister, the Board of Directors shall appoint an Acting or Interim Conference Minister to serve.
 - i) The Board of Directors shall have authority to design, appoint, and subsequently give oversight to such Task Forces or Ad Hoc groups as may be necessary to fulfill the responsibilities of the Board. The Board shall dissolve such groups upon completion of their task.
 - j) The Board of Directors shall have power to designate persons authorized to sign checks and legal documents on behalf of the Conference and shall arrange for the bonding of those persons.
 - k) The Board of Directors may engage the services of an attorney or attorneys, an accountant or accountants and other consultants or agents on behalf of the Conference.
 - l) The Board of Directors shall have the power to enter into contractual agreements on behalf of the Conference.

- 6.4 The Executive Committee shall be composed of the following members: Moderator, ~~Assistant~~

Vice Moderator, Executive Secretary, and Treasurer. The Executive Committee shall meet as needed to deal with business authorized by the Board of Directors, to call special meetings of the Board of Directors, or to carry out the duties of the Board of Directors if the Board of Directors is unable to meet. All actions of the Executive Committee shall be subject to approval or ratification by the entire Board of Directors.

ARTICLE VII COMMITTEES AND MINISTRY TEAMS

- 7.1 Committees and Ministry Teams shall be elected to exercise the work and ministries of the Conference.
- 7.2 Election of Chairpersons. Each year, no later than sixty (60) days before the Annual Meeting of the Conference, each Committee and Ministry Team, other than the Finance, Personnel and Nominating committees, shall recommend to the Nominating Committee a nominee from its constituency to serve as chairperson for the next year. Individuals may serve as chairpersons on any given Committee or Ministry Team for no more than two consecutive one-year terms.
- 7.3 Duties. Each of the Committees and Ministry Teams shall have authority to design, appoint, and subsequently give oversight to such task force or ad hoc groups as may be necessary to fulfill their responsibilities and objectives. The Committee or Ministry Team shall terminate such groups at their discretion. Members of the ad hoc groups shall be enlisted from the general Conference constituency with the length of term stated in the appointment.
- (a) Committees There shall be four committees to address the administrative and fiduciary functions of the Conference. Three of these committees, Finance, Personnel, and Nominating committees shall consist of Conference constituents as elected by the members at the Conference Annual Meeting. These committee members shall be elected for a term of two years and may succeed themselves for a second two-year term. If a Committee member misses two consecutive meetings without reason, the chair shall contact the person and may request a resignation. In the absence of a resignation, the Committee may vote to terminate the membership. Should resignation or termination occur, the vacancy may be filled in accordance with Bylaw provision 6.3 (g)). The Business Committee shall be appointed by the Board of Directors.
- (1) Finance Committee
This committee shall solicit input from Conference Committees and Ministry Teams and other parties regarding the annual budget of the Conference. It shall prepare a proposed annual budget, monitor income and expenses, and present recommendations to the Board of Directors regarding budget adjustments. It shall conduct a continuing review of Conference accounting and financial management procedures. The committee will oversee and evaluate budget building procedures; provide consultation and guidance regarding accounting procedures, practice and policy; recommend an independent audit when determined to be advisable; and make recommendations to the Board of Directors for policy and/or procedural changes. This committee shall implement investment policies of the Conference, and shall propose, oversee and evaluate the management of liquid assets as well as all the long term assets of the Conference: the investment portfolio and capital assets. This committee shall consist of no fewer than five and no more than eight persons, and shall meet as needed. The Treasurer shall be ~~an ex-officio member~~ chair of the Finance Committee.
- (2) Personnel Committee.
This committee shall recommend to the Board of Directors for approval, policies regarding

employment and/or dismissal of all Conference employees; shall create and maintain job descriptions for said employees; shall cause personnel policies of the Conference to be fairly administered; shall conduct an ~~bi~~-annual performance review of the Conference Minister, and, in consultation with the Conference Minister, ~~assure an~~ annually review ~~of~~ other staff performance; ~~in consultation with the Conference Minister~~ may make recommendation for salary and benefits for all employees; and may make recommendations for any changes to the Board of Directors for budget preparation. This committee shall consist of no fewer than five and no more than eight persons, and shall meet as needed.

(3) Nominating Committee.

The Nominating Committee shall consist of six members elected at the Annual Meeting of the Conference to serve for a period of two years. ~~In addition, the~~ The Assistant Vice Moderator of the Conference shall be a member of the Nominating Committee and shall serve as the chair ~~person~~ of the Committee. Each association shall be represented on the committee. Associations shall submit a nominee to serve as a representative of the association on the Committee. A member of the Nominating Committee who has served two full terms shall not be eligible for re-election until one year has elapsed. Terms of members shall begin at the close of the Annual Meeting at which they were elected.

(4) Business Committee.

The Board of Directors shall appoint three of the Association representatives who are members of the Board to act as the business committee for the meetings of the Conference. The Business Committee shall receive resolutions in accordance with the Standing Rules for Annual Meetings and manage the business agenda for meetings of the Conference.

- (b) Ministry Teams shall consist of Conference constituents as elected by the members at the Conference Annual Meeting. Ministry Team members shall be elected for a term of two years and may succeed themselves for a second two-year term. If a Ministry Team member misses two consecutive meetings without reason, the chair shall contact the person and may request a resignation. In the absence of a resignation, the Ministry Team may vote to terminate the membership. Should resignation or termination occur, the vacancy may be filled in accordance with Bylaw provision 6.3 (g)).

- (1) Ministry Teams shall implement the purpose and work of the Conference. The Board of Directors shall have authority to design, appoint, and give oversight to such Ministry Teams as may be necessary to fulfill the Board's objectives. Ministry Teams shall meet at least three times per year. Each Ministry Team shall submit a written report of its activities to the Annual Meeting.
- (2) By January of each year, the Board of Directors shall define a list of Ministry Teams for the succeeding year and specify the task of each Ministry Team and the number of members who are to serve on each. Those descriptions will be given to the Nominating Committee. The Nominating Committee shall seek to provide a balanced constituency of elected members for all Ministry Teams; i.e., geography, gender, sexual orientation, age, ethnic background, laity, clergy. The Nominating Committee shall also consider any specialized skills, interests or experiences that would enhance the work of the Ministry Team.
- (3) When a new Ministry Team is formed, the Nominating Committee shall propose members nominated to staggered terms, and shall name a candidate to be elected as chairperson.

- (4) A member of the Board of Directors shall serve as a liaison to each Ministry Team. The designated liaison shall maintain regular contact with the chair of the Ministry Team, sufficient to communicate actions or concerns of the Board, and to inform the Board of the plans and accomplishments of the Ministry Team. At least once a year the Board of Directors will convene a gathering of all members of the Ministry Teams and the Board of Directors to strengthen communications and encourage cooperative ministries.
- (5) The Board of Directors may determine that an existing Ministry Team is no longer necessary, and discontinue that Ministry Team. The Board shall report to the Annual Meeting when a Ministry Team is discontinued, and the Ministry Team shall cease to exist at the close of that Annual Meeting.

ARTICLE VIII ELECTIONS

- 8.1 The Nominating Committee shall make a report to the Annual Meeting of all nominations for each office and all committees as provided in the Bylaws.
 - (a) When selecting candidates for office, the Nominating Committee shall consider all names submitted.
 - (b) Members of committees and ministry teams shall be selected in accordance with job descriptions and specific qualifications as established by the Board of Directors.
 - (c) The Committee may make more than one nomination for each office. Nominations may also be made from the floor.
 - (d) The Nominating Committee shall ~~notify mail to~~ each church of the Conference ~~during the first quarter of each election year of vacancies to be filled at the next Annual Meeting of the following: during January, to be returned in February of each year, a form listing of vacancies to be filled on the Board positions, in-office, Committees, Ministry Teams, and delegate assignments at the next Annual Meeting.~~
 - (e) The Nominating Committee may assist the Board of Directors in filling vacancies in committees or ministry teams created throughout the year.
 - (f) Persons named on the Nominating Committee slate shall have been notified in advance of their nomination and shall have indicated their acceptance.
 - (g) The Nominating Committee shall provide each nominee with a committee, ministry team, or job description as promulgated by the Board of Directors.
- 8.2 The Nominating Committee shall request from each association the name of a representative to serve on the Board of Directors. The Nominating Committee shall present the name of each association representative for election at the Annual Meeting. Service shall be one term of three years in duration. Association nominees may be currently serving as an officer of the association, or may be designated to serve specifically for the purpose of representing the association on the Conference Board of Directors.
- ~~8.3 The Nominating Committee shall request from each Conference Committee and Ministry Team a recommendation for chairperson. The report of the Nominating Committee shall designate a chair for each Committee and Ministry Team. Each term as chairperson shall be one year in duration.~~

- 8.4 The Nominating Committee shall invite and consider nominations from associations for General Synod delegates. The Rocky Mountain Conference delegation shall conform to General Synod guidelines.
- 8.5 Moderator and Assistant Vice Moderator
- a) The Moderator and Assistant Vice Moderator shall be elected at the Annual Meeting to serve for a term of one year, and be eligible for reelection once, to begin at the adjournment of the Annual Meeting and shall serve until their successors are elected and installed. Moderator and Assistant Vice Moderator shall be alternately a lay person and a minister; if the Moderator is a lay person the Assistant Vice Moderator shall be a minister, and vice versa.
 - b) The Moderator shall preside at all meetings of the Conference.
 - c) The Moderator shall be President of the Conference and chairperson of the Board of Directors and shall report all findings and acts of the Board to the Conference at the annual meeting or at such other times as the Moderator or the Board shall determine to be appropriate.
 - d) The Assistant Vice Moderator shall perform the duties of the Moderator in case of absence or inability to act or by request of the Moderator and shall perform other duties as specified in these Bylaws or by the Board of Directors.
 - e) The Assistant Vice Moderator of the Conference shall be a member of the Nominating Committee and shall serve as the chairperson of the Committee.
- 8.6 Treasurer. The Treasurer shall be elected at an Annual Meeting for a term of two years, to begin July 1 after election, and shall be eligible for reelection for one additional term. The Treasurer shall receive and be custodian of all funds, securities and personal property belonging to or entrusted to or in any manner committed to the care or custody of the Conference. The Treasurer shall disburse, pay over, and deliver same as authorized in the Conference budget, or as shall from time to time be ordered by the Board of Directors. Direct gifts received by the Conference shall be processed as indicated by the donor. The Treasurer shall make reports to the Board of Directors and an Annual Report to the Conference. The Treasurer shall give bond for the faithful discharge of duties in such sum as the Board may require, the expense of such bond to be paid by the Conference. The Treasurer shall ~~be an ex-officio member of~~ chair the Finance Committee.
- 8.7 Chair of the Personnel Committee. The Chair of the Personnel Committee shall be elected at an Annual Meeting for a term of two years and be eligible for reelection once.
- 8.8 Assistant Treasurer and Assistant Secretary. The Board of Directors may appoint an Assistant Treasurer and an Assistant Secretary, specifying term and assignment of duties. The Assistant Treasurer shall also be bonded and otherwise subject to all regulations applicable to the Treasurer. The Assistant Secretary shall perform the duties of the Executive Secretary as instructed by, or in the absence of, the Executive Secretary. The Assistant Treasurer and the Assistant Secretary may be employees of the Conference.
- 8.9 Additional Board Members. As needed to support the work of the Conference, additional Board members may be elected at an Annual Meeting for a term of two years and be eligible for reelection once. Such Board members may be given specific portfolio responsibilities by the Board of Directors.
- 8.10 The Conference Minister.

- (a) The Conference Minister shall be an ordained minister with standing in the United Church of Christ and shall be nominated by the Board of Directors and elected at the annual meeting of the Conference or a special meeting called for that purpose. The Conference Minister shall serve at the pleasure of the Conference under a Call Agreement between the Conference and the Conference Minister. The Conference Minister may resign by giving three months written notice to the Board of Directors. The Call Agreement with the Conference Minister may be terminated by three-fourths (3/4) of the directors. If the directors vote to terminate the Call Agreement, the Conference Minister may, by written request submitted to the Conference Moderator with in ten (10) days of notification, appeal the termination to the members of the Conference at the next annual meeting or, a special meeting of the Conference called to consider the appeal. In addition, three Directors, two associations or ten churches of the Conference may request the termination of the Call Agreement. In that case the Board shall consider the request and if it determines by a majority vote of all the directors that the request should be submitted to a meeting of the Conference it shall submit the request to a meeting of the Conference held within sixty (60) days after the Board makes its determination. The Call Agreement shall then be terminated if the request receives a majority vote at the meeting of the Conference. Upon a vote to terminate, the Conference Minister may immediately be relieved of all duties. Upon a vote to terminate, the Conference Minister shall be compensated a minimum of three months salary and benefits, not including business expenses.
- (b) The Conference Minister shall have general supervision over the work of the Conference under the guidance of the Board of Directors. The Conference Minister, in consultation with the Personnel Committee and the Board of Directors, shall recommend job descriptions for the staff. select, employ and evaluate staff and supervise the services of all staff members.
- (c) The Conference Minister shall be Executive Secretary of the Corporation and be authorized to sign checks and negotiate legal documents, and shall be bonded in such amounts as the Board of Directors shall determine, the expense of such bonds to be paid by the Conference. Further, the Conference Minister shall act as Registrar of the Conference acting as an Association. The Conference Minister shall report to the Board of Directors and shall make an annual report to the Conference
- (d) The Conference Minister shall attend the meetings of the Conference, the Board of Directors, and he/she, or a designated staff member, shall be a member ex-officio of all committees and ministry teams of the Conference. The Conference Minister shall be the liaison officer between the Conference and denominational, ecumenical and interfaith bodies.
- (e) The Conference Minister shall facilitate communications with and between ministers, churches, associations of the Conference, the Conference, and the national settings of the United Church of Christ; be available to consult with and advise individuals and/or congregations on matters affecting the faithful functioning of the church; and upon request, shall represent, or appoint another to represent, the Conference at ceremonies and functions related to the missions and ministries of the Conference.
- (f) On adjournment of the Annual Meeting, the Conference Minister shall ensure that all persons who have been appointed or elected to any position by the Conference or the Board of Directors are notified and welcomed. The Conference Minister shall work with each chair to convene all Committees and Ministry Teams within four months after the Annual Meeting.
- (g) The Conference Minister shall cause to be published the minutes of the Conference and such other data connected with the office as may be instructed by the

Conference.

- (h) The Conference Minister shall be custodian of the records, papers, pamphlets and general archives of the Conference and shall see that these are arranged in an orderly manner and carefully preserved in the office of the Conference.
- (i) The Conference Minister shall facilitate the Search and Call Process within the Conference, assisting clergy seeking calls and congregations searching for ministerial leadership.
- (j) The salary of the Conference Minister shall be determined by the Board of Directors. The Conference Minister shall recommend to the Board of Directors the compensation of staff members. Total compensation of the Conference Minister and the staff members shall not exceed the amount for compensation included in the budget for approval by the Conference.

8.11 The Board of Directors, upon recommendation of the Conference Minister, may employ one or more assistant or associate ministers. With approval of the Board of Directors, the Conference Minister may employ staff members as may be desired for the efficient work of the Conference. Services of installation or recognition may be held for such persons.

ARTICLE IX SEAL

- 9.1 The Conference shall have a corporate seal, consisting of a circle containing the words, "The Rocky Mountain Conference of the United Church of Christ" and such other words or emblems as may be determined by the Board of Directors.

ARTICLE X AMENDMENTS

- 10.1 These Bylaws may be amended pursuant to Article X of the Constitution. Colorado Conference UCC Bylaws adopted October 30-31, 1962. Amended May 13-15, 1966 and May 25, 1973.
Further amended May 9, 1974, to form the Rocky Mountain Conference 7/1/74. Amended May 9, 1975 and May 11, 1984.
Revised and Amended May 30, 1987; June 2, 1990; May 25, 1991; May 19, 1996; and June 13, 1998.
Revised and Amended June 10, 2000
Revised and Amended June 11, 2005
Revised and Amended July 7, 2009
Revised and Amended June 8, 2013

Conference Reports – Conference Minister Report

JUNE 2018 – MAY 2019

Dear Friends and Colleagues in the Rocky Mountain Conference,

Since our last Annual Celebration in June 2018 at La Foret, I went on a three-month sabbatical and have now been back at our work so long it seems a distant memory. But, let me assure you of the value of sabbatical: those three months were so very life-giving as I was able to sleep, renew, and relax in ways my mind, my body, and my spirit deeply needed. It was with profound gratitude that I returned to the work we do together right after Thanksgiving, ready to take on the next chapter in our shared work. Thank you again, for your most gracious gift.

RMC Highlights

Any given year in the Conference's life involves more activities than can easily be digested in a short report; herewith are the highlights of the Conference this past year.

Conference Staffing

Shortly after Annual Celebration 2018, **Cory Kibler** advised he would be moving with his family to Nebraska in July 2018. As there wasn't sufficient time for me to mount a search and train his replacement before my sabbatical commenced in August, we were grateful to keep Cory working remotely from August through January 2019, to allow time to reconsider staff alignment after my sabbatical. Shortly after I returned, we advertised the newly-created position of Director of Communications and Database Systems, and found that our own **Daryl Gerboth** (formerly our part-time Executive Admin, and now **Daryl Schreiber** for whom wedding bells rang last September) far out-distanced the other candidates. Daryl started in this new and full-time position on January 1, 2019, and has proven herself to be an innovative asset to the Conference. In late January, we bid a fond farewell to Cory, and thanked him on behalf of the entire Conference for his work with us from April 2015 – January 2019.

Rev. Chris Gilmore completed his service with us in November, having served two years as our Faith Development/camp coordinator for summer camps and youth retreats. He helped to transition the role to **Rev. Logan Bennett**, who began in November on the La Foret staff as the Director of Transformational Programming, a joint venture alignment of La Foret and the Rocky Mountain Conference to upbuild La Foret as a magnet for progressive thought and action, not only in our region, but nationally. More on that later in the report.

We were also blessed to welcome **Melissa McCarl** to our team, as part-time Executive Administrator and Data Analyst in January. Melissa is organized, light-hearted, and brings lots of great new ideas to our team, as her primary pursuit is acting and

playwriting/producing. I'm eager for you all to meet her at our Annual Celebration. **Janice Travis** continues on as our Financial Associate and has proven to be invaluable, creating true visibility into our patterns of revenue and spending, and she's a delight to have on staff. And, I suspect you all value having a financial go-to on our staff as much as I do.

And of course, **Rev. Erin Gilmore** continues on in her call as Associate Conference Minister, providing Search & Call support for churches in transition, developing vitality initiatives and testing them to see how they work, and assorted other projects as they present themselves. Of note this year is her work to help repurpose the building of Christ Congregational UCC in Denver, which ceased worshipping in March 2019; Erin was fundamental in helping the congregation come to a good ending, and now working through the steps necessary to potentially open new forms of ministry at that location.

Strategic Initiatives

And we also took some exciting steps forward in key initiatives:

- In July 2018, the La Foret Board of Directors and the Rocky Mountain Conference Board of Directors agreed to jointly fund a shared position on the La Foret staff: Director of Transformational Programming. Filled by the **Rev. Logan Bennett**, the position handles the summer and youth camping programs which the RMC used to staff, and in addition, seeks to create new forms of programming to optimize La Foret's business model, and more importantly, to expand the potential for La Foret to serve as an educational destination for progressive thought and action. This alignment serves the missions of both La Foret and RMC well, and moreover, serves the greater mission of Christ as we collectively seek to speak the Gospel in both words and actions. Watch for new and exciting programming at La Foret in 2019 and the years to come.
- **Transitional Ministry** is an important piece of work for us to continue to develop as our pool of trained interim ministers shrinks. In July 2018, Revs. Pete Terpenning, Joanne Buchanan-Brown, Bob von Trebra, Beth Gleason and myself hosted a 3 day training in aspects of Transitional Ministry for a group of 20 ministers down at La Foret. We explored models of transitional leadership, including using discernment as the key tool for leading congregations through times of change. In addition, we discussed the importance of healthy boundaries for transitional leaders and differentiation of problem sets. Evaluations of the training were strong; another session may be offered in 2021.
- Our **"In The Mud"** grants continued to provide exciting avenues for churches to explore new ministries outside their own church walls. For 2019 we are offering one application cycle which will commence after the Annual Celebration. Watch for details at the Celebration and on our newsletter and other media outlets; see rmcucc.org for details.
- A leadership team has been assembled to build the model for a **Cross-Conference Committee on Ministry Team** to unify the work of authorization across all

associations and lift the burden from associations so that they can pursue the important work of upbuilding collaborative ministries in their respective localities. The 2019 Association Leaders' Meeting to be held at La Foret on August 22-24, 2019, will review the proposed model with goals for adoption by associations at their Fall 2019 meetings.

- For the first time in our history, the RMC office now has an electronic data repository built and running – the purpose of which is to curate the records of the conference, as well as key records for churches and clergy. A full implementation of this system will be pursued in late summer/fall 2019.

UCC Covenant

- Connections with fellow conference ministers continue to be strong, as do relationships with our wider church bodies, including the National setting and the various financial ministries of the UCC.
- In late 2018, I assumed the role of Treasurer, which also places me on the Cabinet for the Council of Conference Ministers (CCM). Other than periodic Zoom meetings, this commitment aligns with the larger meetings of the CCM.
- I continue to serve on two associated bodies: Eden Seminary's Board of Trustees, and the CUE Board (collective funding for Chicago, United and Eden seminaries).

Looking Forward

- Our common vision continues to revolve around the health and vitality of our churches and ministries in all parts of the Conference. Recognizing two key areas of programming that need collaborative attention, the Board has opened two new Board chair positions: **New Ministry Development**, to help shepherd the development and funding of emerging ministries; and a **Funding** chair to help us claim new ways to fund our ministries, and to reclaim our right to generosity giving from a mindset of abundance from what has become a mindset of scarcity. Best practices will be shared with all.
- The **Clergy Retreat** is returning this fall, prefaced on the front end with a special session for New Clergy/Clergy New to the Conference. The dates are Sept 15-18, 2019 at La Foret. Erin is designing this event, and more information will be shared soon.
- We will continue building Conference-wide **21st Century Leadership**, which includes clarity of roles and leadership expectations in lay and clergy volunteers.

This year the Conference has embraced the theme “Living in the Spirit of Joy and Light.” It’s really a rather subversive theme, meant to help pull us out of any darkness which threatens to pull us under in times of dramatic change. Won’t you join me in subversively seeking and lifting the joy and light that is all around us, even when we feel life to be

chaotic...for the Light is with us, and as John 1:5 confers: “the light shines in the darkness, and the darkness cannot overcome it.”

Thank you for entrusting me with this sacred work; I look forward to continuing together as we inspire, challenge and empower generous faith and justice communities across the West.

Rev. Sue Artt
Conference Minister
Rocky Mountain Conference, United Church of Christ

April 30, 2019

Conference Reports – Associate Conference Minister Report

JUNE 2018 – JUNE 2019

Notes from the Road, Year 2

This past year has included 12,000 miles on the road, 50 in-person visits with churches, an equal number of zoom calls, and dozens of conversations with clergy and lay leaders, and this is what I want to report: the signs of the Spirit are everywhere. I have felt the Spirit as I gathered in a church basement with a group of lay leaders engaging in the practice of Lectio Divina, listening for the Spirit's call upon their community. I have heard it in the tearful stories of people who are finding a true, spiritual home for the first time in decades after having believed they would never find a church that would extend authentic welcome. I have seen it move through Search Committees as they open themselves to candidates they might have otherwise overlooked. I have experienced it in the heartfelt gratitude expressed by a church Moderator to his congregation for their courage and dedication in turning a store front property into a community-centered church. I have heard it in the honesty of church members realizing that in the all their years of being part of a church they have never had to ask "Why Church?" I have witnessed it in the creative "in the mud" ministries generated by pastors and lay leaders seeking to engage more deeply in their communities. This is what I know: The Spirit is not yet done with us.

This does not mean the road has been easy or that road ahead is clearly laid out before us. These are challenging days to be in ministry. The shifting culture, the deep divisions, the seemingly insurmountable challenges facing humanity, I am in almost daily conversations with folks who are overwhelmed by the reality in which we now found ourselves. And yet I also hear a deepening resolve to be a channel for love and justice. I sense a growing desire to pay attention. To listen. I sense a willingness, as the title of one of Brian McClaren's books suggests, to make the road by walking. Given this context, here are the highlights of what I have been working on this past year:

Congregational Vitality

In conversation with ecumenical partners and others doing similar work in the UCC, I have begun to develop a model for vitality that brings together three primary directions, inward, outward and Godward.

As individuals and congregations seeking to follow in the way of Jesus we are called outward, that is, to tend to the relationships and develop partners beyond the local church. Who in our community are we being called to partner with? What is community needing our church to be best at? What are we uniquely able to do in the community because of who we are?



As individuals and as congregations seeking to follow in the way of Jesus, we are being called inward, that is, to greater self-awareness and self-differentiation. How does the church support inward growth? What kind of relationships are found among the community? How can the congregation organize itself in such a way that fosters trust and integrity to purpose? What is the sense of belonging among those who participate?

As individuals and congregations seeking to follow in the way of Jesus we are being called Godward, that is, to something beyond ourselves and our own desires. There are other organizations and institutions that foster self-awareness, and other organizations that serve the community – this direction invites us to ask “Why Church?” Why church and not a yoga studio? Why church and not a political action committee? Why church and not a country club? What is God seeking to do with us and through us? What is God’s dream for our city? For our community? For us?

Excellence in Ministry

Carrying forward the work that began at the Association Leader’s Retreat in 2017, I have been working with 6 leaders from across all 5 associations to create a model for Authorization within the Rocky Mountain Conference that is well-equipped to meet the changing landscape of Christian ministry in the 21st century. Participants in this conversation are: Rev. Sarah Versasco, Donna Bristow, Rev. Anne Cubbage, Karen Caton, Rev. Lorrie Gaffney, and Jane Strohm.

Search and Call

This past year has continued to see several transitions within our conference. The following churches have recently completed their search for a new pastor:

- Longmont – Sarah Verasco, began in June of 2018
- United Church of the San Juans, Pamela C. Stofferahn ELCA, began summer of 2018
- Orem, UT, Martha Moler, PCUSA, began a designated term in Fall of 2018
- Loveland – Thandiwe Dale-Ferguson, began in November of 2018
- Columbine, Jill Vanderwal, PCUSA, began in November 2018
- Windsor – Tracey Perry, began in December of 2018
- Community Boulder – Nicole Lamarche began in January of 2019
- Northglenn, Norman Michaud, began in March 2019
- First Plymouth, Englewood, Jenny Shultz will begin mid-summer 2019

Churches that are in transition:

- Ogden – Lorrie Gaffney, Interim
- Salem – Kirk Thomas, Interim
- Wash Park – Lee Berg, Interim
- Church of the Wildwood – searching for Designated Pastor
- Bountiful – searching for Interim
- Holladay – searching for Associate Pastor
- Broomfield – searching for Associate Pastor
-

Respectfully submitted,
Rev. Erin Gilmore, Associate Conference Minister

Conference Reports – Manager of Communication and Databases Report

Hello RMC friends!

If we have not yet had the opportunity to meet, allow me to introduce myself: I'm Daryl Schreiber, the new Manager of Communication and Databases (formerly titled Dir. of Communication Ministries). I have been working with the RMC since May of 2018 and took over the position previously occupied by Cory Kibler in January of 2019.

I love the RMC's mission and vision, and feel privileged to be a part of this community!

Special projects I have undertaken since starting here include:

- Creating and implementing a secure online records database
- Updating and maintaining information in the UCC Datahub
- Coordinating, live streaming and recording the March, 2019 Money Matters event, and subsequent video production and creation of a new resource page on the RMC website (we are the first UCC Conference to do this!)
- Implementing new software platforms within the RMC Office
- Updating our email lists and communication platforms
- Resuming work on the Technology So That Team

Some upcoming projects I am excited about include:

- New RMC graphics and brand guides
- Updating the RMC Website
- Creating more targeted communication channels so you get only the most relevant content, and creating more graphics and video content for the RMC
- Connecting with more churches to learn about your needs.
- Broadening our communication channels to reach out to our (non-UCC) community members.

I'd love to chat about your church's mission and vision, and how we might be able to work together to accomplish the amazing work of your ministry. Email me at daryl@rmcucc.org.

Kindly, Daryl Schreiber
Manager of Communication and Databases

Conference Reports - Financial Associate's Report

What Does a "Financial Associate" Do?

The two basic functions of my position as the Financial Associate for the Rocky Mountain Conference of the UCC is to put money in the bank, then spend it. That's pretty much like all of us in some respect. There is more to it, of course. I make bank deposits of all funds received, mostly offerings from churches. These funds are used to pay our bills. This is done within the framework of the Board-approved annual budget.

I take care that each transaction is entered correctly into the accounting system so that the reports that are produced accurately help inform and guide Sue Artt and the Board of Directors in policy decisions and how to effectively spend the dollars generously donated by the people of the Conference.

Additionally, I research problems and issues in the financial realm. These may arise within the office or out in the churches. Another aspect of the job is to provide numbers to others in the RMC office to aid with analysis or a presentation.

During the past several months, Sue, Gaye Bosley-Mitchell, our Board Treasurer, and I have made some revisions to how we present our financial information to people in the Conference. It is our hope and goal that the information is more useful to everyone.

Offerings from the People to the RMC

We appreciate all offerings to us by our churches. Two offerings which directly support the RMC the most are OCWM (Our Church's Wider Mission) and Per Capita (called Dues by some). The Conference retains 78% of OCWM, \$286,000 in 2018. Per Capita funds stay 100% in the Conference, \$100,000 last year.

5 for 5

Many of our churches have the distinction of being "5 for 5" churches. These are churches who contribute to OCWM and 4 Special Mission Offerings: OGHS, STC, NIN and the Christmas Fund, within the same calendar year. One special note on 5 for 5: any year-end donations need to be received by the RMC by a deadline, usually by the end of the second week in January. This date is published on our website and in our newsletter beginning in the fall. If you're ever in doubt, just call me. And late-year checks intended for the year need to be dated in that year and not in January. Hopefully this information will help all churches that are aiming to be 5 for 5!

On a Personal Note

I am so happy to have been at the RMC for a year! I have enjoyed the personal contacts I have had with members of the churches. You all have been helpful when I've had questions. Please know that I am always available--albeit part time--when you need assistance! Let's keep working

together. Thanks to you, the RMC staff, the Board of Directors, and especially Sue Artt for making me feel like I am making a contribution and like I belong in this wonderful community!

Janice Travis
Financial Associate

Conference Reports – RMC Endowment Fund Report

The Endowment Fund of the Rocky Mountain Conference continues to support congregations that are actively engaged in ministry and mission. In the midst of daily ministries, churches must make time to look to and think about the future vitality of the congregation's ministries and missions. Members want to leave a strong and healthy church to continue the work God has called and is calling them to accomplish.

The RMC Endowment is a vehicle for churches to sustain and grow the future ministries and missions of congregations and the RMC. The Fund exists to give an income stream in perpetuity. It provides longevity and continuity of valued ministries, inspires generosity, supports and strengthens mission and ministry while giving aid to local congregations. It aims to inspire generosity to provide income for the transforming work of Christ. The Funds that are provided can be used to create new ministries. Total assets under the management of the Endowment amount to \$2.2 million as of this writing. The Endowment was able to spin off about \$97,000 to constituent recipients in January, 2019.

The Board undertook a campaign to assist local churches by offering our services to those churches that do not currently have an endowment account and to increase giving for those churches that already do have an account in the RMC Endowment. We welcomed Christ Congregational Church, Fort Morgan, into our fold in 2018. However, the Endowment continues to be underutilized: the Board believes there is much greater potential for churches through the RMC Endowment.

We received another generous gift from Robb Lapp in 2019, and it will add to the security of Archway Housing, which provides housing to low income and disabled individuals in Denver. The Endowment was established in the Fall of 2008. Among the organizers were: Tom Rehling, Robb Lapp, Harley Tripp, Linda Mansfield, Maurine Hale and Larry McCulloch. There have been several outstanding Board members in the intervening years, all dedicating volunteer time and energy to make the Endowment a success. Please feel free to contact the RMC office for information about the Endowment and to contact a trustee of the Endowment.

Louisa M. Young, President
Jeff Bogart, Treasurer
Amy Petre-Hill, Secretary
Alan McLarty
Wendy Kidd
Cindera Haas

Conference Reports – Report of the Secretary

Rocky Mountain Conference UCC
June 2019

Membership: 10,239

Churches: 74

Average Weekly Attendance: 4939

Commissioned Minister

Patricia Gamble-Hovey, Intermountain
Kevin Thomas Pettit, Metropolitan Denver
Sara L. Weatherman, Platte Valley

Dual Standing

Juvenal Cervantes, Platte Valley
Kevin T Daniels, Southeastern
Keneth L. Forshee, Western
Sarah Linn, Southeastern
Stephen A. Poos-Benson, Metropolitan Denver
Uamuli Sua, Intermountain

Licensed Minister

Anne Djokic, Western
Steve Johnsen, Metropolitan Denver
Jane Kramer, Western
Lael Van Riper, Western

Member in Discernment

Robbie Carlson, Platte Valley
Taylor Dabney, Platte Valley
Candace Datz, Southeastern
Mallory Everhart, Southeastern
Thelma Flowers, Metropolitan Denver
Samantha Garrett, Southeastern
Don Grant, Metropolitan Denver
Laura Gurney, Platte Valley
Cynthia Johnson, Metropolitan Denver
Crystal Karr, Southeastern
Julie Joanne Kies, Metropolitan Denver
Larry Lawrence, Platte Valley
Kaudie McLean, Metropolitan Denver
Laura Nelson, Platte Valley
Anya Powers, Southeastern
Jon Wallace, Metropolitan Denver
Alix Wright, Metropolitan Denver

Layperson

Randy Jorgensen, Western
Brad Kramer, Intermountain

Ordained Minister

Steven Alsum, Southeastern
Andrea L. Anastos, Metropolitan Denver
George C. Anastos, Metropolitan Denver
Linda H Anton Hayward, Intermountain
Deana Armstrong, Western
Sue Artt, Metropolitan Denver
Darlene Avery, Southeastern
David P. Bahr, Metropolitan Denver
Joseph A. Bair, Platte Valley
F. Russell Baker, Intermountain
Jean E. Bareis, Metropolitan Denver
Paul L. Beck, Intermountain
Logan Bennett, Southeastern
Lee Berg, Metropolitan Denver
Randy Besta, Western
Michael Blackwood, Metropolitan Denver
W. Powell Bland Jr., Metropolitan Denver
John E. Bliss, Platte Valley
JoAnne R. Bogart, Metropolitan Denver
Ann Elizabeth Bolson, Metropolitan Denver
Gaye Bosley-Mitchell, Southeastern
Jenny L. Boteler, Intermountain
Lyn M. Boudreau, Southeastern
Tamara J. Boynton, Metropolitan Denver
Christina Lynn Braudaway-Bauman,
Metropolitan Denver
Joanne B. Broten, Metropolitan Denver
Brenda K. Brown, Western
Joanne Buchanan-Brown, Metropolitan Denver
Jodi Bushdiecker, Intermountain
Philip E. Campbell, Metropolitan Denver
James Chapman, Southeastern
Cynthia H Chertos, Western
Hal Chorpenning, Platte Valley
Kelly Jo Clark, Western
Timothy Q. Clark, Western
Billie G. Cochran, Platte Valley
Kari Collins, Metropolitan Denver
David Conner, Metropolitan Denver
Ron Cosgrove, Metropolitan Denver
Constance C. Coughlin, Metropolitan Denver
Anne Cubbage, Southeastern

Sandra L. Daniel, Metropolitan Denver
Fred A. Dare, Southeastern
Ralph S Datema, Southeastern
Richard Milo Davis, Metropolitan Denver
Tracey Dawson, Southeastern
Jeffrey Dodson, Western
Patricia Dailey Dolin, Southeastern
Amelia Richardson Dress, Platte Valley
Anne Dunlap, Metropolitan Denver
Richard J. Einerson, Metropolitan Denver
Gerald L. Eslinger, Metropolitan Denver
Fred Evenson, Intermountain
Shawn Fawson, Intermountain
Jane Anne Ferguson, Platte Valley
Chester P. Fiedler, Southeastern
Marta Fioriti, Southeastern
James Ellis Foucher Jr, Metropolitan Denver
Jacque E Franklin, Southeastern
Nikki Frontz, Metropolitan Denver
Lorrie Gaffney, Intermountain
Alice Faye Gallegos, Southeastern
Susan Margaret Gardner, Metropolitan Denver
Greg Garland, Metropolitan Denver
John V. Gaudreau, Metropolitan Denver
Ronald L. Gaylor, Western
Carla A. Gilbert, Intermountain
Christopher A. Gilmore, Metropolitan Denver
Erin Gilmore, Platte Valley
Beth Gleason, Platte Valley
Wilbur Green, Southeastern
Kay Grice, Metropolitan Denver
Paul Griego, Metropolitan Denver
Brenda K. Griffin-Collins, Southeastern
Harvey K. Griffith, Southeastern
Nadyne Guzman, Metropolitan Denver
Heather Lee Haginduff, Southeastern
Thomas Leavitt Hall, Metropolitan Denver
Dale Halverstadt, Southeastern
Miryam M. Hammond, Platte Valley
Laura Harris, Metropolitan Denver
Gina Louise Harvey, Metropolitan Denver
Stuart C. Haskins Jr, Metropolitan Denver

Ordained Minister Continued

Emily C. Hassler, Metropolitan Denver
Edward A. Hawley, Metropolitan Denver
Jason D. Hays, Metropolitan Denver
Jacquelyn J. Hibbard, Metropolitan Denver
MarKeva Gwendolyn Hill, Metropolitan Denver
Olive E. Hinnant, Metropolitan Denver
Stephen W. Hoffman, Metropolitan Denver
Kurt J. Howard, Intermountain
Karen Howe, Metropolitan Denver
Tracy L. Hughes, Metropolitan Denver

Robert S. Hundley, Metropolitan Denver
David L. Hunting, Southeastern
Elizabeth R. Hyde, Metropolitan Denver
Bruce O. Inglis, Metropolitan Denver
Kenneth E. Ingram, Platte Valley
Michael G. Jackson, Intermountain
Susan M. Jackson, Intermountain
R. Alan Johnson, Metropolitan Denver
Frank G. Jopp Jr., Southeastern
Jerry M. Jordan, Southeastern
Jake Joseph, Platte Valley
Allen L. Kallenbach, Platte Valley
William K. Kaseman, Metropolitan Denver
Anne D. Kear, Platte Valley
Terry J. Keeley, Metropolitan Denver
Calvin C. Kemper, Metropolitan Denver
Wendy Kidd, Western
Robert A. Kinsey, Metropolitan Denver
David W. Knight, Southeastern
Benjamin Konecny, Platte Valley
Derek Krehbiel, Southeastern
Mollie Landers Hatt, Metropolitan Denver
Robinson G. Lapp, Metropolitan Denver
Jah Latchman; or Jah Rain, Metropolitan Denver
Donald R. Laue, Platte Valley
Wayne Laws, Metropolitan Denver
Mark B. Lee, Platte Valley
Lorraine E. Leist, Metropolitan Denver
Reo N. Leslie Jr, Metropolitan Denver
Kristina Lizardy-Hajbi, Metropolitan Denver
Scott D. Lovaas, Southeastern
Dee Lundberg, Platte Valley
R. Gene Mack, Western
Diane Kay Martin, Southeastern
Richard Mawson, Platte Valley
Gail McDougale, Metropolitan Denver
Susan S. McKee, Metropolitan Denver
David J. McKinzey, Intermountain
Alan N. McLarty, Platte Valley
Jeremy McLeod, Metropolitan Denver
Martha McMane, Metropolitan Denver

Timothy F. Merrill, Metropolitan Denver
Russell Fetterolf Mertz, Intermountain
Norman Michaud, Metropolitan Denver
Nathan A. Miller, Platte Valley
Robin Miller, Metropolitan Denver
D. Curtis Minter, Platte Valley
Jenny Morgan, Metropolitan Denver
David N. Murchie, Metropolitan Denver
Jane C. Nelson, Metropolitan Denver
Nancy E. Niero, Metropolitan Denver
Hillary Barrows Nipple, Metropolitan Denver
John T. Norris, Metropolitan Denver
Lucas Novak, Metropolitan Denver
Robert William Nuhn, Intermountain
Kevin Olsen, Southeastern
Arthur R. Orth, Platte Valley
Vanessa Owen, Metropolitan Denver
Dane W. Packard, Platte Valley
Sally L. Palmer, Platte Valley
Daniel O. Parker, Metropolitan Denver
David L. Pearce, Western
Kayrene B. Pearson, Metropolitan Denver
Kimra Perkins, Metropolitan Denver
Robert J. Peters, Platte Valley
Sharyl B. Peterson, Western
Estelle S. Petitt, Metropolitan Denver
Amy Petre Hill, Metropolitan Denver
Elizabeth Mary Pexton, Metropolitan Denver
Nancy E. Piggott, Intermountain
Rebecca Kemper Poos, Southeastern
Becky Ann Porter, Metropolitan Denver
Sara G. Power, Platte Valley
Curtis Preston, Metropolitan Denver
James E. Price, Southeastern
Carol Ann Prochaska, Platte Valley
Eugene J. Prochaska, Platte Valley
Donald M. Proctor, Intermountain
Richard S. Putney, Metropolitan Denver
Harriott J. Quin, Metropolitan Denver
Paul L. Ramsey, Metropolitan Denver
Lizka Randall, Metropolitan Denver
Tom O. Rehling, Metropolitan Denver
James S. Reid, Southeastern
Richard K. Riddoch, Platte Valley
Pamela S. Roberts, Southeastern
Steven D. Roberts, Southeastern
Elizabeth A. Robinson, Metropolitan Denver
Nancy Rosas, Metropolitan Denver
Katherine S. Rose, Metropolitan Denver
Judith S. Roska, Southeastern
Marijka Rossi, Intermountain
Becky Rouse, Metropolitan Denver
Allyson L. Sawtell, Metropolitan Denver
Peter S. Sawtell, Metropolitan Denver

Ordained Minister Continued

Eldon E. Schmidt, Platte Valley
Claudia C. Schmitt, Metropolitan Denver
Robert M. Shaw, Platte Valley
Kimberly A Shinabery, Metropolitan Denver
Amanda G. Shipman, Metropolitan Denver
Pedro Silva, Metropolitan Denver
Alfred R. Slighter, Platte Valley
Todd Smiedendorf, Metropolitan Denver
Nora B. Smith, Platte Valley
Karen Sorensen Akin, Southeastern
Melissa St Clair, Platte Valley
John B. Steinberg, Platte Valley
Thomas L. Stiers, Metropolitan Denver
Cheryl Swing, Metropolitan Denver
Marilou Taggart, Metropolitan Denver
Vincent J. Tango, Metropolitan Denver
Phyllis J. Taylor, Metropolitan Denver
Virginia A Taylor, Western
Peter A. Terpenning, Metropolitan Denver
Kirk Thomas, Metropolitan Denver
Albert H. Thompson III, Southeastern
Deborah R. Tinsley, Southeastern
Corbin I. Tobey-Davis, Metropolitan Denver

Nancy C. True, Metropolitan Denver
Clare F. Twomey, Southeastern
Jeannie Updike, Metropolitan Denver
Jane E. Vennard, Metropolitan Denver
Sarah Jane Verasco, Platte Valley
Elizabeth Anne Vincent, Southeastern
Robert J. Von Trebra, Intermountain
Patty Walker, Southeastern
Amy Ward, Metropolitan Denver
Richard F Ward, Metropolitan Denver
James R. Warn Jr, Western
Jeffrey G. Wartgow, Platte Valley
Todd G. Weber, Platte Valley
Robert A West, Metropolitan Denver
Joshua L. Whistler, Metropolitan Denver
Craig M. Whitchee, Metropolitan Denver
Jenny Whitchee, Metropolitan Denver
James W. White, Southeastern
Fletch Wideman, Metropolitan Denver
Jack Wiczorek, Platte Valley
Richard C. Williams, Metropolitan Denver
Jonathan W. Winans, Platte Valley
Karen Winkel, Western
Charles J. Wright, Platte Valley

Ordained Ministerial Partner Standing

Stephen G. Brown, Southeastern
Linda Crump-Bertram, Metropolitan Denver
Karin K. Kilpatric, Metropolitan Denver
Marcia Meier, Metropolitan Denver
Steven A. Monhollen, Platte Valley
Carol Beth White, Intermountain
Selena Wright, Metropolitan Denver

Deceased

Pat C. Whiting, Western
Stephen R. Parke, Southeastern

Staff

Conference Minister - Rev. Sue Artt
Associate Conference Minister - Rev. Erin Gilmore
Program Associate for Outdoor Ministry – Rev. Chris Gilmore (through Nov 2018)
Manager of Communication & Databases - Daryl Schreiber
Office & Digital Asset Administrator - Melissa McCarl
Financial Associate - Janice Travis
Director of Transformational Programming – Logan Bennett
Conference Attorney - Jeffrey M. Villanueva

UCC Church Roster

Intermountain

Community UCC	Bountiful	UT
Community UCC	Pinedale	WY
Congregational UCC	Ogden	UT
First Congregational UCC	Rock Springs	WY
Holladay UCC	Salt Lake City	UT
Japanese Church of Christ UCC	Salt Lake City	UT
Kingsbury Community UCC	Vernal	UT
Midvale EFKS New Jerusalem UCC	Midvale	UT
Ogden Christian Church UCC	Ogden	UT
Orem Community Church UCC	Orem	UT
Provo Community United Church of Christ	Provo	UT
Union Congregational UCC	Green River	WY
United Church of Kanab-Fredonia UCC	Kanab	UT

Metropolitan Denver

Berkeley Community Cong UCC	Denver	CO
Christ Congregational UCC	Denver	CO
Columbine United Church UCC	Littleton	CO
Community UCC	Boulder	CO
First Congregational Church UCC	Eastlake	CO
First Congregational UCC	Boulder	CO

First Plymouth Congregational UCC	Englewood	CO
First United Church of Arvada UCC	Arvada	CO
Henderson Community Church	Henderson	CO
Kirk of Bonnie Brae UCC	Denver	CO
Lakewood United Church of Christ	Lakewood	CO
Mayflower Congregational UCC	Englewood	CO
Mountain View United Church	Aurora	CO
Northglenn United Church of Christ	Northglenn	CO
OMO House	Aurora	CO
Park Hill Congregational UCC	Denver	CO
Parkview Congregational UCC	Aurora	CO
Salem United Church of Christ	Denver	CO
Sixth Avenue United Church UCC	Denver	CO
Union Congregational Church	Ward	CO
United Church of Broomfield	Broomfield	CO
United Church of Montbello UCC	Denver	CO
Washington Park UCC	Denver	CO
Wheat Ridge Congregational Church UCC	Wheat Ridge	CO

Platte Valley

Christ Congregational UCC	Fort Morgan	CO
Douglas Congregational UCC	Douglas	WY

Faith United Church of Christ	Windsor	CO
First Congregational UCC	Longmont	CO
First Congregational UCC	Loveland	CO
First Congregational UCC	Greeley	CO
Plymouth Congregational UCC	Fort Collins	CO
Saint John's UCC	Greeley	CO
Saint Paul's UCC	Laramie	WY
United Church of Christ, Casper	Casper	WY
Wheatland United Church of Christ	Wheatland	WY
Zion Congregational Church	Sterling	CO
Zoar Congregational UCC	Prospect Valley	CO

Southeastern

Black Forest Community UCC	Colorado Springs	CO
Broadmoor Community UCC	Colorado Springs	CO
Christ Congregational UCC	Pueblo	CO
Church in the Wildwood Community UCC	Green Mountain Falls	CO
Community Congregational Church	Manitou Springs	CO
Congregational UCC	Buena Vista	CO
Creede Community Church UCC	Creede	CO
First Congregational UCC	Pueblo	CO
First Congregational UCC	Colorado Springs	CO
New Jerusalem Missionary Baptist Church UCC	Fountain	CO

UCC Parker Hilltop	Parker	CO
Vista Grande Community UCC	Colorado Springs	CO

Western

Community Spirit Church (UCC)	Montrose	CO
Congregational Church of the Valley UCC	Silt	CO
Congregational United Church of Christ	Collbran	CO
First Congregational Church	Silverton	CO
First Congregational UCC	Grand Junction	CO
First Congregational UCC	Craig	CO
Gunnison Congregational Church UCC	Gunnison	CO
Hayden Congregational UCC	Hayden	CO
Hillcrest Congregational UCC	Montrose	CO
Union Congregational Church	Crested Butte	CO
Union Congregational Church of Nucla, UCC	Nucla	CO
United Church of the San Juans	Ridgway	CO

Conference Report – Archway Housing & Services

As the United Church of Christ moves into the 21st Century, more and more of its members are defining “church work” as ministry outside its doors.

The Archway story grows more incredible each year! As of June 2019, we have 10 operating properties containing 563 apartments that are home for individuals and families that otherwise would be homeless or living in less desirable quarters. They also would not be receiving support services provided by gifted workers at each of our properties to help with ESL, food banks, job searches, after-school homework, and summer youth recreation and service programs.

On top of this, we have 78 additional apartments now under construction, and 70 more units being developed, both in Lakewood. Both of these sites, as well as 40 West Residents, will house formerly homeless Veterans in a portion of the site. At the end of those construction projects, Archway will have a total of 711 apartments and townhomes. In 2020, Archway will be celebrating its 25th anniversary. How’s that for a pioneer freestanding 501(c)(3) non-profit social change ministry sponsored by a UCC Conference!

Archway communities are located in the following places:

FOOTHILLS GREEN (72) 816 Union St., Golden	ARAPAHOE GREEN (60) 1135 S. Xenia St., Denver	WILLOW GREEN (60) 6985 Sheridan, Arvada
SHERIDAN RIDGE (65) 5275 W 66 th Ave., Arvada	CORNERSTONE (51) 1001 Park Ave. West, Denver	GREENLEAF (55) 1571 Beeler St., Aurora
VILLA VERDE (29) 1642 Alton St., Aurora	FOUNTAIN RIDGE (36) 6850 Red Deer Point, Fountain	FOUNTAIN RIDGE SOUTH (75) 6850 Red Deer Point, Fountain
40 WEST RESIDENCES (60) 5830 W. Colfax, Lakewood	FLATS AT TWO CREEKS (78) 5885 West 14 th Ave, Lakewood (under construction)	VILLAGE AT MORSE PARK (70) 2275 Wadsworth, Lakewood (in planning)

Archway has a wonderful staff of 33 people. Joyce Alms-Ransford, our very committed and effective CEO/Executive Director, has been with us for 20 years. Archway owns its condo office space at 8585 W. 14th Ave, Suite A, in Lakewood. With Joyce’s leadership and the Board’s dedication, Archway has become a recognized and celebrated force among Colorado’s low-income housing providers!

There are twelve Archway Board members. Six are members of Rocky Mountain Conference churches. They are David Nestor – First Plymouth, Englewood; Jake Joseph – Plymouth Congregational, Fort Collins; Jody Huntington – Parkview UCC, Aurora; Austin Hamre, Community UCC, Boulder, Lee Berg – Washington Park UCC; and Robb Lapp – Community UCC, Boulder. The remaining six include bankers, real estate professionals, and a Mental Health professional.

We do much more than simply build apartments. The mission of Archway Housing and Services is to change lives by providing housing and related supportive services that engender a safe environment and teach community skills for families with very low to more moderate incomes.

At the 2018 RMC Annual Celebration, people from 14 churches volunteered to serve as “Champions” to assist with making the Archway story known and with channeling volunteers to

help. To learn more about Archway's significant outreach ministry, please contact Jody Huntington at jhuntington35@gmail.com.

Robinson G. Lapp - President

Conference Reports – So That Teams

The phrase, "So That" is scattered throughout the Bible. Jesus came so that...; God spoke so that...; pray so that...; Let your light shine so that.... There is an action, and something happens from that action.

The RMC "So That" teams are short term, task-oriented teams that address organizational need for effectiveness, efficiency and best practice. These task forces are assembled as needed and devoted to an RMC Board approved topic or issue. The task forces take two forms: Stand Alone or Staff Embedded. Embedded teams are chaired by RMC staff and become part of the work of the assigned staff.

Current Stand-Alone Teams (the progress of each team is chronicled by the chairs of these teams in a separate report)

Best Practices

Purpose: Identify a baseline of effective business/communication/organizational practice in churches; develop a method to share those; suggest and/or develop resources where deficient.

Chair: Judy Baillie and Martha Jones (taken over from Cory Kibler)

Healthy Ministry Relationships (Formally Boundary Training)

Purpose: To evaluate the current state of clergy and lay leader Boundary Training in the RMCUCC and identify its strengths and deficiencies. Then re-vision and redesign that training model and identify, develop and/ or secure resources (including an effective and efficient delivery method) to build upon the strengths and remediate the deficiencies.

Chair: Rev. Tracey Dawson

Forming Soon: Revisioning Covenant (Working Title)

Purpose: Looking at Covenant from a Conference and Church perspective

Chair: Rev. Wendy Kidd

Embedded Team(s)

Technology So That Team

- **Purpose:** To create a model or network through which RMC churches can easily share best-practices, resources, experiences, etc. with one another, SO THAT churches can avoid redundant work, boost efficiency, and spend more time on mission!

- Modified to include a baseline (proficiency) of technological expertise and practice for the churches.
- Chaired by Daryl Schreiber (taken over from Cory Kibler)

Best Practices So That Team

Purpose of this So That Team: Best Practices

Identify a baseline of effective business/communication/organizational practice(s) in churches; develop a method to share those; suggest and/or develop resources where deficient. Chaired by Judy Baillie and Martha Jones (taken over from Cory Kibler)

This So That team is currently undergoing review and reorganization. Cory Kibler, former Communications Director headed this team before his departure from the RMC. The purpose and mission of this team may change due to the work of other So That teams, so we are reexamining our timeline and scope of work. The work of this team will resume during the summer of 2019.

Judith Baillie and Martha Jones
Board of Directors

Conference Reports - Personnel Committee

During the past year the Committee congratulated Martha Jones and Nikki Frontz on completing their terms as members of the Personnel Committee and welcomed Sheryl Crow and Angie Law as new members. Sheryl and Angie are serving with Shelly Spalding, Joan Levy and Amanda Minter who continued their terms.

The committee completed revisions to the personnel policies used by the Rocky Mountain Conference office for Conference employees. Those policies were approved by the Board of Directors in March and posted on the RMC web site.

The committee has benchmarked Paternity leave policies and will present a proposed paternity leave policy for Clergy to be voted on at the annual celebration.

The committee continues development of a formal performance appraisal process for the Conference Minister. Facilitating an appraisal that includes input from a representative group of all stakeholders and using the tools and process developed this year is the primary objective of the committee for next year.

The chair of the committee also assisted the Conference Minister in salary planning for the 2019 calendar year for all RMC staff and participated in interviews for two job openings that occurred during the year.

Respectfully submitted, Mark Dutell
Chair, RMC Personnel Committee

Conference Reports - Finance Committee

The Rocky Mountain Conference Finance Committee met the week before each Board meeting to review the year-to-date financial information to be presented to the Board and to make recommendations to the Board on financial policies and procedures.

The Conference's Financial Associate, Janice Travis, and Treasurer, Rev. Gaye Bosley Mitchell, worked tirelessly throughout the year (in conjunction with Conference Minister Rev. Sue Artt) to fine tune our financial reporting and to ensure that the Conference is using best practices in stewarding our finances. They changed the way in which reports are presented to align them with the narrative budget so we can more clearly track our finances. We are grateful to Gaye, Janice, and Sue for the countless hours they have put in to ensure that our Conference finances are properly accounted for!

Respectfully Submitted, Rev. Dr. Kari Collins
Finance Committee Chair

Conference Reports - Report of the Treasurer

2018 was my first year as Treasurer and first year in the Rocky Mountain Conference. As the former Conference Treasurer of the Florida Conference and my 1st career as a Consulting CPA, I have jumped right in to our Conference Finances!

My two biggest priorities are consistency and transparency and my primary focus is on producing reports that are most conducive to management and analysis of our various ministries and funds. Therefore, this has been a year of analyzing, updating, correcting, and improving our books and our report presentations. I am extremely grateful for all the work that Janice (our Finance Admin) has done to help shape up our procedures, accounts and reporting. I believe we are well on our way to true transparency and full reporting of our financial health.

I look forward to doing everything I can to help make all our RMC ministry dreams happen!!!

Rev. Gaye Bosley-Mitchell
Pastor, Manitou Community Church